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# 2002 Status of the Armed Forces Survey — Workplace and Gender Relations:

## Administration, Datasets, and Codebook

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# **2002 STATUS OF THE ARMED FORCES SURVEYS: WORKPLACE AND GENDER RELATIONS: ADMINISTRATION, DATASETS, AND CODEBOOK**

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# **2002 STATUS OF THE ARMED FORCES SURVEYS – WORKPLACE AND GENDER RELATIONS ADMINISTRATION, DATASETS, AND CODEBOOK**

## **Introduction**

The *Human Resource Strategic Assessment Program* (HRSAP), located at Defense Manpower Data Center (DMDC), consists of both Web-based and paper-and-pencil surveys to support the personnel needs of the Under Secretary of Defense for Personnel and Readiness. These surveys assess the attitudes and opinions of the entire Department of Defense (DOD) community—active, reserve, civilian employees, and family members—on a wide range of personnel issues. The Web-based survey program, known as the Status of Forces Surveys (SOFS) provides timely data on active, reserve, and civilian employees. The paper-and-pencil surveys are used to obtain data on sensitive topics (e.g., sexual harassment) and from populations with limited Internet access (e.g., spouses of active duty and Reserve members).

This report provides information on the administration of the *2002 Status of Armed Forces Surveys: Workplace and Gender Relations* (Form 2002GB), hereinafter referred to as Form 2002GB.

The 2002 WGR utilized both modes of administration—the Web as well as paper-and-pencil—and was designed to document the extent to which Service members report experiencing unwanted, uninvited sexual attention, the details surrounding those events (e.g., where they occur), and Service members' perceptions of the effectiveness of sexual harassment policies, training, and programs. In addition, the 2002 WGR contains measures of general workplace behaviors. These latter constructs have been analyzed and results are available in a separate report (Williams & Mohamed, 2003). Data were collected by mail and Web, between December 2001 and April 2002. The sample consisted of 60,415 active duty service members. A total of 19,960 eligible members returned usable surveys, which represent an adjusted weighted response rate of 36.1%.

## **Overview of Report**

The next section of this report describes the procedures used to develop the instrument, design the sample, conduct the survey, process the data and prepare analysis weights. Along with Appendices A and B, the methods section is the documentation of how the survey was conducted. George and Kroeger (2003) provide details on sampling and weighting.

The third section of the report describes the survey analysis file layout and key variables. This section and the remaining appendices (C-J) address issues in the analysis of the survey data. Conventions for variable naming and construction are introduced in this section with details given in Appendices C (annotated questionnaire), D (explanation of coding), and I (explanation of key analytic variables). Explanations for the groupings of variables seen in the positional list of variables in Appendix F are discussed in this section as well as a description of information available in Appendix G for each variable. Appendix G contains details for variables in the same order that the variables are listed in Appendix F. In addition to the variables available on the

public-release file, Appendix G contains details for the confidential variables that had to be suppressed to preserve the privacy of survey respondents and nonrespondents. Confidential variables are identified and listed in Appendices E and F. Key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files are introduced in this section. Examples of analyses are given in Appendix J. The SAS code used to construct the analytic variables are included in Appendix I. Appendix H provides the record layout for the public-release flat file.

## **Method**

### ***Survey Instrument***

A copy of the 16-page *2002 Status of the Armed Forces Surveys – Workplace and Gender Relations* (Form 2002GB) is provided in Appendix A. The survey can be grouped into six sections.

- *Background* – includes information on gender, race/ethnicity, education, duty status, Service, paygrade and length of time in service.
- *Workplace Information* – includes questions on time at permanent duty station, supervisors, leadership, and coworkers.
- *Mentoring* – includes questions on use of mentors and their background and helpfulness.
- *Readiness, Health, and Well-Being* – includes questions on individual preparedness and physical and emotional health.
- *Gender-Related Experiences in Military* – includes questions on the extent to which gender experiences were reported and, if reported, members' satisfaction with the complaint process and outcome.
- *Personnel Policy and Practices* – includes questions on the amount of training on sexual harassment, members' assessment of the effectiveness of training received, and service member's views on current policies designed to prevent or reduce sexual harassment.

Survey items were adopted, adapted, or generated from one or more of the following sources:

- The 1995 *Status of the Armed Forces Survey – Gender Issues – Form B*
- Concerns identified by personnel from various policy offices within the office of the Under Secretary of Defense for Personnel & Readiness, representatives from the Services, and
- Focus groups conducted with military personnel similar to those in the sample.



Multiple focus groups were conducted with military personnel. Paper-and-pencil surveys were administered jointly by researchers from the University of Illinois and the Defense Manpower Data Center (DMDC) at two different military installations in the fall of 1999 and the winter of 2000. Each site represented a different branch of the military. Participants were volunteered from within their units. Data collection took place in a mass-testing format with groups ranging from 1 to approximately 190 personnel. A total of 737 active duty personnel participated in these pretest.

### ***Sample***

The population of inferential interest for the WGR- Form 2002GB consisted of all active duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard, up to and including paygrade O-6 with at least 6 months of service at the time the first questionnaire was mailed. The sample frame included those members who were on active duty in May 2001. Final eligibility was limited to those 1) in the December 2001 Active Duty Master File (ADMF) and 2) who were also in the September 2001 Defense Enrollment Eligibility Reporting System (DEERS) Medical point in time (PIT) extract. Sampled members were flagged as ineligible (9.77% of the sample), and were excluded from all survey mailings, if they were either not in the ADMF or were ineligible for benefits in DEERS (5,903).

The initial sample for the WGR – Form 2002GB consisted of a non-proportional stratified, single stage random sample of 60,415 individuals, of whom 56,521 were determined to be eligible members of the population. The sample design considered requirements for analyses by Service, gender, paygrade group, and racial/ethnic group membership. Details of the sample design and expected precision levels are reported by Elig (2003) and are summarized below.

### ***Stratification Variables***

The sampling frame was constructed using the five stratification variables listed in Table 1. These five variables were used to create stratification cells. A single variable, GB01CELL, was created as an index variable for the strata.

**Table 1.**  
***Stratification Variables***

<b>Dimension of Stratification</b>	<b>Levels</b>
Service	Army Navy Marine Corps Air Force Coast Guard
Gender	Male Female
Paygrade Group	E1 to E3 E4 E5 to E6 E7 to E9 WO1 to WO5 O1 to O3 O4 to O6
Race/Ethnic Category	Minority Non-Minority
Occupational PERSTEMPO	High Low

Researchers identified subgroup breakouts (i.e., domains) that would be important when survey results were provided to policy officials. These reporting domains were defined by using the 14 demographic variables shown in Table 2. For four demographic characteristics, multiple versions of variables were created that differed in the level of detail. Less detailed variables were used to define domains for analyses within the five Services than were used to define domains at the DoD level.

Next, Elig (2003) determined the number of people who would be sampled for each stratum using a sample-planning tool developed for DMDC (Kavee & Mason, 1997). A formal mathematical procedure (Chromy, 1987) based on Karush-Kuhn-Tucker theory is used in the sample-planning tool to determine an optimized sample size and allocation—a sample that would achieve at minimal cost the precision levels required for each analytic domain. The Kuhn-Tucker theory provides an optimal solution to satisfy precision constraints (e.g.,  $\pm 5$  percentage points) imposed on estimates of prevalence rates in key reporting domains. Researchers iteratively modified the inputs to the sample-planning tool to arrive at acceptable precision levels for reporting domains that would be of particular interest to policy officials.

**Table 2.**  
***Factors Defining Key Reporting Domains***

<b>Factors</b>	<b>Levels</b>
Service*	Army Navy Marine Corps Air Force Coast Guard
Gender*	Male Female
Paygrade Group 1*	E1-E3 E4 E5-E6 E7-E9 W1-W5 O1-O3 O4-O6
Race/ethnic Category*	Minority Non-minority
Occupation PERSTEMPO*	High Low
Paygrade Group 2	E1-E9 W1-W5 O1-O6
Paygrade Group 3	E1-E3 E4-E5 E6-E9 W1-W5 O1-O3 O4-O6
Paygrade Group 4	E1-E3 E4 E5-E6 E7-E9 All Officers
CinCs	America Europe Pacific Central South
CONUS	CONUS (all 48 contiguous states and the District of Columbia) OCONUS (non contiguous states, territories and countries)
Regions	US & US territories

<b>Factors</b>	<b>Levels</b>
	Europe Asia & Pacific Islands Other
Regions-Collapsed	US & US territories, Other, Unknown Europe Asia & Pacific Islands
Race Code	White Asian & Pacific Islander Black Native American & Alaskan Native Other
Race/Ethnic Code	Native American & Alaskan Native Asian & Pacific Islander (Non-Hispanic) Black (Non-Hispanic) White Hispanic Other

*\*Stratification Variable*

### ***Constructing the Frame and Drawing the Sample***

DMDC's May 2001 Active Duty Master Edit File (ADMF) was used in developing the sampling frame, constructing strata, and determining the sample size and allocation. The specified definition of the population, described above, resulted in a sampling frame with 1,390,935 eligible members. A non-proportional stratified, single stage random sample of 60,415 members was selected to receive the WGR Form - 2002GB. Table 3 presents a summary of the sample allocation by Service.

**Table 3.**  
***WGR – Form 2002GB Sample Allocation***

	<b>Total</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>	<b>Coast Guard</b>
<b>Gender</b>						
Male	32225	7717	6027	6639	9640	2232
Female	28159	8797	6175	4485	6775	1927
<b>Paygrade Group</b>						
E1 – E3	16686	4500	3779	3326	4013	1068
E4	12283	3658	2015	2405	3308	897
E5 – E6	15164	4050	2880	2357	4838	1039
E7 – E9	5363	1232	1150	1154	1554	273
WO1 - WO5	1370	889	124	192	0	165
O1 - O3	5331	1097	1214	1090	1455	475
O4 - O6	4215	1088	1037	600	1248	242
<b>Race/Ethnic</b>						
Minority	28011	8762	5338	4301	8732	878
Non-minority	31986	7732	6762	6764	7447	3281
<b>PERSTEMPO</b>						
High	35751	10241	6755	8016	8616	2123
Low	24585	6273	5447	3099	7753	2013

*Note.* Counts for unknown are not included.

### ***Respondents***

When the survey fielding closed on April 23, 2002, DMDC had received 19,960 usable surveys. See Tables 4 and Table 5 for a summary of these respondents, unweighted and weighted.

**Table 4.**  
Respondents

	<b>Total</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>	<b>Coast Guard</b>
<b>Gender</b>						
Male	10235	2229	2055	1763	3348	840
Female	9725	2754	2111	1297	2749	814
<b>Paygrade Group</b>						
E1 – E3	3448	752	734	565	1126	271
E4	2758	726	479	419	856	278
E5 – E6	5265	1279	1061	621	1893	411
E7 – E9	2577	591	630	483	731	142
WO1 - WO5	743	471	75	99	0	98
O1 - O3	2603	489	554	526	743	291
O4 - O6	2565	675	632	347	748	163
<b>Race/Ethnic</b>						
Minority	7869	2321	1537	988	2723	300
Non-Minority	11939	2660	2602	2055	3269	1353
<b>PERSTEMPO</b>						
High	10432	2631	2089	1980	2903	829
Low	9491	2352	2077	1075	3173	814

*Note.* Counts for unknown are not included

**Table 5.**  
***Weighted Estimates of the Eligible Population***

	<b>Total</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>	<b>Coast Guard</b>
<b>Gender</b>						
Male	1,067,685	351,532	285,998	139,612	261,952	28,591
Female	189,262	65,048	47,586	9,710	63,282	3,637
<b>Paygrade Group</b>						
E1 – E3	344,033	107,520	91,615	66,598	72,116	6,184
E4	214,366	79,415	57,140	21,446	50,603	5,762
E5 – E6	374,168	116,505	108,017	32,864	106,068	10,714
E7 – E9	119,657	44,995	27,921	11,673	32,012	3,056
WO1 - WO5	14,785	9,932	1,671	1,931	0	1,251
O1 - O3	112,315	33,902	28,743	9,929	36,516	3,226
O4 - O6	77,578	24,311	18,431	4,881	27,920	2,035
<b>Race/Ethnic</b>						
Minority	441,140	176,226	128,842	49,052	81,478	5,543
Non-minority	807,935	240,254	203,384	99,440	238,235	26,623
<b>PERSTEMPO</b>						
High	823,975	291,136	215,406	113,078	184,131	20,224
Low	430,975	125,444	118,177	36,008	139,924	11,421

*Note.* Counts for unknown are not included.

### ***Determining Response Status***

The original sample file contained 60,415 sample members. Of those, 3,894 were flagged as ineligible, leaving 56,521 members eligible for mailing. Losses to the drawn sample are listed in Table 6. Sample members were lost from the sample for three main reasons: (1) self-reported or other ineligibility for the survey, (2) an inability to locate the sample member, and (3) refusal to participate in the survey or other failure to respond to the survey. A total of 5,925 sample members (10%) were lost from the final sample through classification as ineligible, most of these ineligible (3,984) were determined using the September 2001 DEERS PIT extract. Elimination of ineligibles resulted in decreasing the sample to 90% (N=54,490) of its original size.

**Table 6.**  
**Frequency Counts and Percents of the Final Usable Sample Relative to the Drawn Sample**

	Sample counts		Weighted estimates of population	
	n	%	n	%
<b>Drawn sample &amp; population</b>	<b>60,415</b>	<b>100%</b>	<b>1,390,935</b>	<b>100%</b>
Ineligible in September 2001 DEERS and December 2001 ADMF	5,903	9.77%	129,087	9.28%
Self-reported ineligible	22	.04%	330	.02%
<b>Total: Ineligible</b>	<b>5,925</b>	<b>9.81%</b>	<b>129,417</b>	<b>9.30%</b>
Eligible sample	54,490	90.19%	1,261,518	90.70%
Total: Not located	1,320	2.18%	35,765	2.57%
Located sample	53,170	88.01%	1,225,753	88.13%
<b>Nonresponse</b>				
Returned blank	181	.30%	4,955	.36%
Incomplete Return	856	1.42%	20,553	1.48%
Did not return a Survey	32,173	53.25%	745,202	53.58%
<b>Total: Nonresponse</b>				
Total nonresponse (unknown nonrespondents)	33,210	54.97%	770,710	55.42%
<b>Usable Responses</b>	<b>19,960</b>	<b>33.04%</b>	<b>455,052</b>	<b>32.71%</b>

*Note.* Percentages reported for usable responses represent the yield of usable responses from the survey procedures, but not response rates as typically reported for surveys.

This is both the population frame count and the sum of base weights from the sample.

Less than 2% of the drawn sample (1,320 of 60,415) was lost because the sample members could not be located. Personnel records for this group had missing, incomplete, or out-of-date addresses, and steps designed to obtain complete, current addresses for these records were unsuccessful.

Losses attributable to either ineligibility or nonlocatability resulted in a sample that was 88% as large as the drawn sample. Individuals in this remaining sample may be further categorized as nonrespondents versus respondents. Nonrespondents included the following groups: sample members who contacted the operations contractor (by mail, fax, e-mail or telephone) and asked to have their names removed from the survey mailing list, and sample members who did not return a survey.

Respondents included all sample members who returned at least one survey with 50% of applicable items completed and at least one valid answer marked on Question 55. At the



conclusion of the survey fielding, 19,960 eligible, locatable sample members had returned usable surveys.

### ***Location, Response, and Completion Rates***

The Council of American Survey Research Organizations (CASRO) noted that varying operational definitions of response rates can lead to problems or confusion (e.g., when awarding contracts requiring pre-specified response rates or when interpreting the results of a survey). As a result, CASRO formed a task force to recommend guidelines for standardizing the operational definitions of response rates.

Beginning in 1995, DMDC standardized its methods for calculating response rates and completion rates using procedures patterned after those advocated by CASRO. More specifically, the new DMDC procedures closely follow CASRO's Sample Type II design (see Council of American Survey Research Organizations, 1982). Table 7 provides the CASRO-adjusted located and eligible sample counts for the Form 2002GB survey.

Table 8 provides location, response, and completion rate information for the Form 2002GB Survey. The location rate is defined as the proportion of eligible sample members that were locatable. The response rate is defined as the proportion of eligible sample members that returned usable surveys, while the completion rate is defined as the proportion of the located sample that returned usable surveys.

**Table 7.**  
**CASRO-adjusted Located and Eligible Sample Counts**

	Sample		Population	
	Observed Counts	% of Drawn Sample	Weighted Estimates	% of Weighted Sample
Located sample	53,170	88.01%	1,225,753	88.12%
Ineligible among those who did not return a survey	34	0.06%	511	0.04%
Other ineligibles	0	0%	0	0%
Total estimated ineligible	34	0.06%	511	0.04%
<b>Adjusted located sample</b>	<b>53,136</b>	<b>87.95%</b>	<b>1,225,242</b>	<b>88.09%</b>
Eligible sample	54,490	90.19%	1,261,519	90.70%
Ineligible among those not located	1	0.00%	25	0.00%
Ineligible among those who did not return a survey	34	0.06%	511	0.04%
Other ineligibles	0	0%	0	0%
Total estimated ineligible	35	0.06%	535	0.04%
<b>Adjusted eligible sample</b>	<b>54,455</b>	<b>90.13%</b>	<b>1,260,983</b>	<b>90.66%</b>

*Note.* These adjustments follow the CASRO approach of projecting the observed ineligibility rate onto sample members who are not located or are non-respondents.

**Table 8.**  
**Eligible Sample Location, Response, and Completion Rates**

Type of Rate	Computation	Observed Rates	Weighted Rates
Location rate	Adjusted located sample / Adjusted eligible sample	97.58%	97.17%
Completion rate	Usable responses / Adjusted located sample	37.56%	37.14%
Response rate	Usable responses / Adjusted eligible sample	36.65%	36.09%

*Note.* The rates in this table are computed from the information in Table 1.

### **Survey Development and Administration**

The survey was printed by DRC as a machine-readable optical character read (OCR) form. Each form had a unique lithocode number printed on the front and back covers of the survey.

## ***Web Survey***

A Web version of the survey was hosted on DRC's secure website so that sample members could complete the survey online. At the entry point to the survey, members were also able to update name/address information, request a paper survey, or enter their reason for refusing to take the survey. The Privacy Notice and a page of FAQ's were also posted on the website.

## ***Survey Administration***

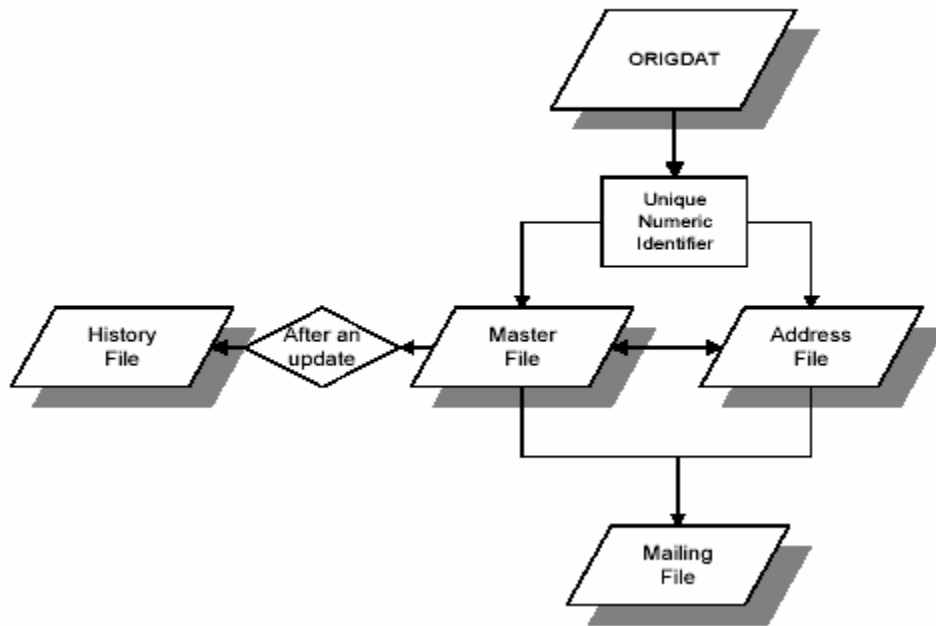
The survey administration process began in December 2001, with the mailout of notification letters to all sample members (minus original ineligible). Three weeks later, sample members received a survey with a cover letter. Two weeks after the first survey mailing, reminder/thank-you letters were sent to all sample members. Two weeks after the reminder/thank you letter mailing, a second survey with a new cover letter was mailed to each sample member who had neither returned a survey (paper or web) nor been deemed ineligible for survey participation. Four weeks after the second survey mailing, a third survey with a new cover letter was mailed to each sample member who had neither returned a survey (paper or Web). (Appendix A contains a copy of the survey and Appendix B contains copies of the survey letters.) The survey field was closed on April 23, 2002. Sample members' records for which completed surveys were received were flagged as returned in the Survey Control System (SCS). The SCS and the scanned data were used to create the public-release data file (described below).

## ***Survey Control System***

The Survey Control System (SCS) is a relational database that was used to monitor all sample member transactions over the course of the data collection. The datasets in the SCS include data such as sample members' names and addresses, but does not contain data obtained from the survey responses.

DRC used the SCS to store and update data, monitor mailings, respond to documents returned as postal non-deliverables (PNDs), and determine survey participation and eligibility status. The SCS consists of five datasets: the ORIGDAT file, the MASTER file, the HISTORY file, the MAILING file, and the ADDRESS file. The files are linked relationally by INRECNO, a unique individual record that was assigned to each sample member when their record was loaded into the Survey Control System. Figure 1 displays the interrelationships among those datasets and each of the five SCS files is described briefly below.

**Figure 1.**  
*Survey Control System*



**ORIGDAT file.** The ORIGDAT file consists of 60,415 records, one record for each member of the sample. It is the original sampling frame file sent to DRC by DMDC. The original file was loaded onto DRC’s computer system and converted to a SAS® dataset.

**ADDRESS file.** The ADDRESS file tracked the addresses that were maintained for each sample member. The ADDRESS file contains one record for each address for each sample member (e.g., if there were five addresses located for one sample member during the survey administration, that sample member has five records in the ADDRESS file). Each record is uniquely identified by the combination of INRECNO and ADDRNO (the sequential order of receipt of the sample member’s address). Additionally, each record contains the sample member’s address, the source of the address, and an address priority code. If a sample member has one address record in the ADDRESS file, the address number ADDRNO for that record is one. The sequential address number assigned to a given address for a sample member did not fluctuate with changes in addresses caused by updating efforts.

The priority code assigned to a given address number for a sample member was used to determine the “best” or “highest priority” address for the sample member at any given time. It was originally determined by the source of the address. Address updates obtained directly from a sample member received a priority number of one. The order of priority of address sources from “highest priority” to “lowest priority” is as follows, respectively:

1. updates directly from a sample member (call, fax, e-mail, web update or letter)
2. address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])
3. NCOA-updated addresses
4. credit bureau-updated addresses
5. DEERS residential addresses
6. DEERS unit addresses

The priority code assigned to an address number changed as new addresses were obtained through address-updating procedures. For instance, if a sample member initially had only one address record in the ADDRESS file (identified as address number one), then that address number was assigned a priority code that indicated it was the “highest priority address” and was to be used for mailings. If “address number one” was identified by the operations contractor as “unusable” (e.g., postal non-deliverable), then the priority code assigned to “address number one” was changed to indicate that the address was invalid. Address priorities may also have changed in response to information that the address “got through” to the sample member (i.e., it generated a telephone call, fax, e-mail, web update or survey return from the sample member). If the sample member faxed in a change of address or a credit bureau forwarded an updated address for that sample member, the new address was added as address number two. Upon entry of a new address, the SCS searched the ADDRESS file for duplicate addresses for the same sample member and gave duplicate addresses an invalid priority code. The source of each updated address was identified and the appropriate priority for each source was assigned to each updated “address number.”

**MASTER file.** The MASTER file is the file from which the SCS selected records for upcoming survey mailings. This file includes a record for each member of the sample and was created by extracting data from each record in the ORIGDAT file. Each MASTER record includes the sample member’s INRECNO and the address number which currently has been assigned the “highest priority code” from the corresponding records in the ADDRESS file. The MASTER file updates are made through an automated process (e.g., updating the address number in use after the receipt of a postal non-deliverable) or manual key entry (e.g., updating information in response to a telephone call from a sample member). As new information was received for a particular record (including changes to the priority codes assigned to address numbers), the SCS updated the MASTER record and added a new record to the HISTORY file containing the outdated information from the MASTER file.

**HISTORY file.** The HISTORY file chronicle’s changes that occurred to the MASTER file. Each HISTORY record is a subset of an outdated MASTER record with the addition of a date and time stamp as the record is updated. That is, a HISTORY record was created when there was a name, address, paygrade, or eligibility status change in the MASTER file. Thus, the HISTORY file contains as many observations as there were updates to the MASTER file.

**MAILING file.** The MAILING file tracked all of the survey mailings. This file contains one record for each item mailed during the survey administration. Each MAILING record includes the INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC). For mailings that contained a survey, the MIC is the unique litho code printed on the survey included in that mailing. For mailings that did not contain a survey, the MIC is a unique code number created by the SCS and printed on the mailed letter as a tracking device for that mailing.

### ***Address-Update Procedures***

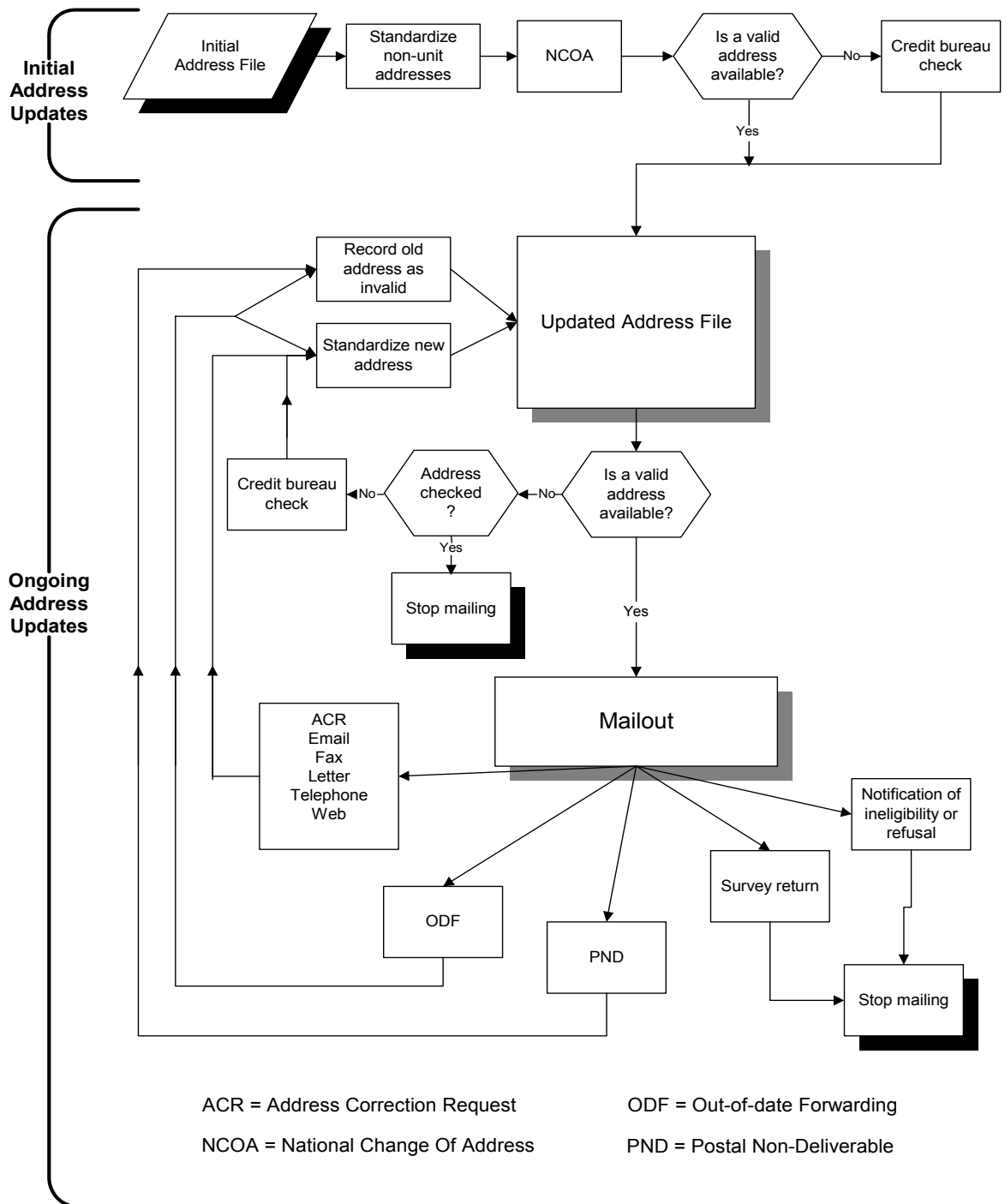
#### **Initial Address Updates**

Prior to the first mailing, DRC ran all domestic residential addresses through Group 1 software to be formatted to conform to U.S. Postal Service standards. Once the addresses were standardized, they were sent to an outside vendor where they were checked against the National Change of Address (NCOA) database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the U.S. Postal Service. The updated NCOA address file was returned to DRC and integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current address number with the “highest priority code assigned” in the MASTER file.

After the standardized, updated addresses had been added to the SCS, another file was compiled of sample member records that still had incomplete addresses or addresses identified by NCOA as undocumented moves (i.e., the sample member had moved but NCOA did not have a new address). DRC sent copies of this file to three credit bureaus (Experian, Trans Union, and CSC Credit Services) to determine whether a complete, up-to-date address for these sample members could be found. The file was sent first to Experian. Any records for which Experian could not provide updated addresses were then sent simultaneously to Trans Union and CSC. The results were integrated into the SCS, again updating records in the ADDRESS file.

Ongoing address updates. Address update procedures also occurred when (a) a survey document was returned as undeliverable, (b) a sample member self-reported a name, rank, or address change via the telephone, e-mail, web, or fax, or (c) the postal service forwarded address correction information. Figure 2 outlines these address updating procedures.

**Figure 2.**  
*Addressing Updating Procedures*



As a new address was entered into the ADDRESS file for each sample member, its source (NCOA, credit bureau, postal ACR or ACS, telephone call, fax, e-mail, letter, web) was identified, a new address number was created to correspond to each address and a priority code was assigned to each address number. The priority assigned to address numbers was based upon the source of the updates. An address update from a sample member's telephone call, fax, e-mail, web or letter was assigned a priority code of one. Subsequent updates, such as from a credit bureau, received a lower priority than contact directly from the sample member. At any given time, the current address used corresponded to the address number with the highest priority code.

If all known addresses for a sample member were returned PND, the sample member's record in the MASTER file was flagged "no address available." All "no address available" records were forwarded to the three credit bureaus. (Again, the file was sent first to Experian, then to Trans Union and CSC.) The credit bureaus returned files containing addresses for each submitted record, with the date on which the credit bureau received the address. If more than one address for a sample member was received from credit bureaus, the address number corresponding to the address with the most recent receipt date received the highest priority code. If one or more of the credit bureaus returned a previously unattempted address, the MASTER and ADDRESS files were updated and a re-mail was sent to the sample member. If none of the vendors had an updated address for the sample member, DRC designated the sample member "nonlocatable" and stopped further mailings.

### ***Processing of Updates***

#### **Updates from Sample Members**

Updates from sample members could be communicated via the toll-free telephone number (either by speaking to DRC's Call Center staff or by leaving a voice mail message). In addition, sample members could mail, fax or e-mail updates or go to the survey website and enter updates. The updates made on the website were loaded to the system every three days (to coincide with the mailing/remailing schedule). Other updates were entered into the Survey Control System by DRC's Call Center staff by the next morning.

#### **Updates from the U.S. Postal Service**

There are several types of address updates provided by the postal service. They are detailed below; each includes a description of the processing steps.

1. *Postal Non-Deliverable Mail (PND)*: The sample member moved and no forwarding address was available. The mail piece was returned to DRC. DRC removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the Survey Control System so the records could be updated as PND. This was done every three days (to coincide with the mailing/remailing schedule). If the sample member had another address on file (e.g., the unit address), that address was used. If not, the Social Security Number was sent to the credit bureaus in search of a new address.



2. *Address Change Service* (ACS; electronic): About six weeks prior to the first mailing, DRC applied to the postal service for the ACS. The postal service assigned a participant code, which was placed in the address block of the letter. DRC requested semi-weekly files, which the postal service provided on diskette via Express Mail. DRC loaded the files upon receipt or before another mailing was prepared. (Note that ACS is only used when sample sizes are large enough [e.g., 10,000 or more] to meet the postal service minimum volume processed each week.)
3. *Address Correction Requests* (ACR; hard-copy): Some post offices are not equipped to provide address corrections via ACS (the electronic service), so they provided the corrections via hard copy cards that were sent to DRC. The corrections were key-entered by DRC's Call Center staff, typically by close of business the next day but no later than prior to the preparation of the next mailing.

### ***Survey Materials and Their Distribution***

Each eligible sample member received at most five original mailings: a notification letter, a Wave 1 survey with cover letter, a reminder/thank you letter, a Wave 2 survey with cover letter, and a Wave 3 survey with cover letter. The notification and reminder/thank you mailings contained only a letter. Each of the other three "wave" mailings included a cover letter, a survey, and a folded pre-addressed business-reply envelope.

### **General Mailing Procedures**

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already submitted paper or web surveys, and members with no valid addresses available). For remails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in PNDs or had been manually flagged for remailing (e.g., in response to a sample member calling the operations contractor stating she or he had received a reminder/thank you letter but had not received a survey, etc.).

Once all records for a particular mailing or remailing were identified, the SCS processed the records based on whether or not the mailing would include a survey form. If the mailing group was large enough to lead to a cost savings from presorting, the records were run through Group 1 postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mailing Identification Code (MIC) was assigned to each record. The MIC was assigned either from the survey lithocode list if a survey form was sent or independently if only a letter was sent.

### **Ticket Numbers for Web Survey Access**

Prior to the first mailing, a list of ticket numbers for web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter sent

to that individual. A member could not access the web survey without using his or her ticket number.

### **Description of Letters**

DMDC provided DRC with the text, letterhead, and signatures for the cover letters. These letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. (See Appendix B for copies of the letters.) The letters were approved and printed on letterhead from the Under Secretary of Defense and letterhead from the U.S. Department of Transportation, United States Coast Guard. The letters were signed by Dr. David S. C. Chu, Under Secretary of Defense, and W. R. Somerville, U.S. Coast Guard Assistant Commandant for Civil Rights.

The DoD letterhead and signature were printed in blue, while the Coast Guard letterhead and signature were printed in black. The text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each sample member by his/her rank. For example, a letter to a Navy E5 with the last name Smith would have included the salutation “Dear Petty Officer Smith.” Similarly, an Army O3 named Jones would have received a letter starting “Dear Captain Jones.” The address block also included service branch; for example, “Petty Officer John Smith USN” or “Captain Mary Jones USA.”

### **Inserting process**

If the mailing included only letters (no survey forms), the letters were folded and machine inserted into #10 window envelopes and sent by first class mail. Mailings that included a survey followed the same procedure through the letter printing process. The MIC on the cover letter was used to pair the letter with its matching lithocoded survey. During the matching process, the survey, cover letter, and a folded business reply envelope were inserted into a 9 x 12 window envelope. Ten percent of the completed envelopes were opened and visually checked during the inserting process to ensure that the MIC printed on the letter and the lithocode printed on the survey matched. If a mismatch was found, the inserting process was halted and envelopes were opened in sequence until all mismatched surveys and letters were identified. Surveys and letters were then matched correctly and reinserted. Machine inserting was then resumed. This procedure ensured that each survey was sent to the person designated to receive it. All survey packets were sent by first class mail.

### **Mailouts**

The first mailout was the notification letter. DMDC uses notification letters for three reasons. First, contacting potential respondents multiple times is perhaps the most effective means of increasing survey response rates (Fox, Crask, & Kim, 1988; Yammarino, Skinner, & Childers, 1991). Second, the U.S. Postal Service does not always forward the large envelopes that are used to mail surveys despite the envelopes’ first class postage and request to forward. However, forwarding is more routine for letters in standard-sized business envelopes. Third, it is

less expensive to send an initial notification letter, have that letter returned PND, and correct the address than it is to start the process by mailing and re-mailing the survey.

The second mailout was the Wave 1 survey mailing; this was followed by three further mailouts designed to increase response rates. A reminder/thank you letter was sent to all eligible sample members with usable addresses. Survey mailouts for Waves 2 and 3 provided sample members who had lost or discarded the earlier survey(s) with additional opportunities to participate. Again, each letter included the web survey URL and the individual member's unique ticket number so that respondents could access the survey online.

The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period). For first-, second- and third-wave surveys that came back PND, remails were completed if a newer/updated address could be found.

Table 9 lists the mailing dates and return results for each of the survey mailouts and remailings. The notification letter, inserted into a #10 window envelope, notified sample members that they would be receiving a survey and encouraged their participation. The notification letter also offered members the option of updating their address on the survey web site and informed them that the web survey would be available on December 26, 2001, the same date as the start of the Wave 1 survey mailing. The initial mailing contained 56,438 letters (52,555 Department of Defense and 3,882 Coast Guard); the records for this mailing were selected on December 4, 2001. The mailing was completed on December 7, 2001.

The Wave 1 survey mailing was sent to 56,414 sample members (52,534 DoD and 3,880 CG). The records were selected for the mailing on December 21, 2001. The mailing began December 26, 2001 and was completed January 2, 2002. The letter and a survey booklet were inserted into a 9" x 12" window envelope along with a folded 9" x 12" business reply envelope. The letter requested sample members' participation in the survey via either paper or World Wide Web.

A reminder/thank you letter was sent to 56,400 sample members (52,520 DoD and 3,880 CG). The records were selected for this mailing on January 8, 2002. The mailing was completed on January 9, 2002. The letter, inserted into a #10 window envelope, thanked sample members for returning the survey if they had done so, and reminded them to complete and return the survey or complete it online if they had not yet done so.

The Wave 2 survey mailing was sent to 50,036 sample members (46,660 DoD and 3,376 CG) from January 23 to January 25, 2002. Records were selected on January 22, 2002. The cover letter, a survey booklet and a folded 9" x 12" business reply envelope were inserted into a 9" x 12" window envelope. The letter again requested participation in the survey.

Due to lower-than-anticipated response rates, additional materials were needed to fulfill Wave 3 main mailings and remails. (DRC had originally ordered 10,000 over the quantity bid for survey booklets, 9 x 12 jumbo window envelopes, 9 x 12 BREs and DoD letterhead, but

inventory still fell short of need.) DRC and its vendors were able to produce the additional materials quickly so that the Wave 3 mailing period was lengthened by only one day.

The Wave 3 survey mailing was sent to 41,067 sample members (38,482 DoD and 2,585 CG) from February 20, 2002 to February 27, 2002. Records were selected on February 15, 2002. The cover letter, a survey booklet and a folded 9" x 12" business reply envelope were inserted into a 9" x 12" window envelope. The letter again requested participation in the survey.

**Table 9.**

Mailings: Print File Creation Dates and Number of Mailings Sent, Returned, and PND

<b>Mailing Numbers and Groups</b>	<b>Print File Creation Date*</b>	<b>Mail Drop Date</b>	<b>Number Sent</b>	<b>Number of PNDs</b>	<b>Number of Returns</b>
1. Notification Domestic DoD	12/4/01	12/7/01	52,547	8,366	
2. Notification Foreign DoD	12/4/01	12/7/01	8	1	
3. Notification Domestic Coast Guard	12/4/01	12/7/01	3,881	303	
4. Notification Foreign Coast Guard	12/4/01	12/7/01	1	1	
5. Notification Domestic DoD Remail 1	12/18/01	12/19/01	339	48	
6. Notification Domestic Coast Guard Remail 1	12/18/01	12/19/01	55	3	
Subtotal: Notification			<b>56,831</b>	<b>8,722</b>	
7. Wave 1 Domestic DoD	12/21/01	12/26/01-1/2/02	52,526	5,964	8,470
8. Wave 1 Domestic Coast Guard	12/21/01	12/26/01-1/2/02	3,880	204	827
9. Wave 1 Foreign DoD	12/21/01	12/26/01-1/2/02	8	2	0
10. Wave 1 Domestic DoD Remail 1	1/9/02	1/10/02	3,615	933	321
11. Wave 1 Domestic Coast Guard Remail 1	1/9/02	1/10/02	103	10	14
12. Wave 1 Domestic DoD Remail 2	1/15/02	1/16/02	324	74	21
13. Wave 1 Domestic Coast Guard Remail 2	1/15/02	1/16/02	42	0	7
Subtotal: Wave 1			<b>60,498</b>	<b>7,187</b>	<b>9,660</b>
14. Reminder Domestic DoD	1/8/02	1/9/02	52,499	5,320	
15. Reminder Domestic Coast Guard	1/8/02	1/9/02	3,880	254	
16. Reminder Foreign DoD	1/8/02	1/9/02	21	6	
17. Reminder Domestic DoD Remail 1	1/23/02	1/24/02	3,303	790	
18. Reminder Domestic Coast Guard Remail 1	1/23/02	1/24/02	189	19	
19. Reminder Foreign DoD Remail 1	1/23/02	1/24/02	8	2	
20. Reminder Domestic DoD Remail 2	1/25/02	1/28/02	846	185	
21. Reminder Domestic Coast	1/25/02	1/28/02	45	5	

<b>Mailing Numbers and Groups</b>	<b>Print File Creation Date*</b>	<b>Mail Drop Date</b>	<b>Number Sent</b>	<b>Number of PNDs</b>	<b>Number of Returns</b>
Guard Remail 2					
22. Reminder Domestic DoD Remail 3	1/30/02	1/31/02	1,274	287	
23. Reminder Domestic Coast Guard Remail 3	1/30/02	1/31/02	27	5	
24. Reminder Foreign DoD Remail 3	1/30/02	1/31/02	3	1	
25. Reminder Domestic DoD Remail 4	2/4/02	2/5/02	229	50	
26. Reminder Domestic Coast Guard Remail 4	2/4/02	2/5/02	16	3	
Subtotal: Reminder			<b>62,332</b>	<b>6,925</b>	
27. Wave 2 Domestic DoD	1/22/02	1/23-1/25/02	46,640	3,894	2,800
28. Wave 2 Domestic Coast Guard	1/22/02	1/23-1/25/02	3,376	130	219
29. Wave 2 Foreign DoD	1/22/02	1/23-1/25/02	20	7	1
30. Wave 2 Domestic DoD Remail 1	1/31/02	2/1/02	4,823	572	219
31. Wave 2 Domestic Coast Guard Remail 1	1/31/02	2/1/02	288	11	9
32. Wave 2 Foreign DoD Remail 1	1/31/02	2/1/02	4	1	0
33. Wave 2 Domestic DoD Remail 2	2/5/02	2/6/02	388	92	25
34. Wave 2 Domestic Coast Guard Remail 2	2/5/02	2/6/02	25	3	2
35. Wave 2 Foreign DoD Remail 2	2/5/02	2/6/02	3	0	0
36. Wave 2 Domestic DoD Remail 3	2/8/02	2/11/02	643	128	52
37. Wave 2 Domestic Coast Guard Remail 3	2/8/02	2/11/02	19	1	0
38. Wave 2 Domestic DoD Remail 4	2/13/02	2/14/02	1,199	249	67
39. Wave 2 Domestic Coast Guard Remail 4	2/13/02	2/14/02	43	3	4
Subtotal: Wave 2			<b>57,451</b>	<b>5,091</b>	<b>3,398</b>
40. Wave 3 Domestic DoD	2/15/02	2/20-2/27/02	38,482	2,435	1,414
41. Wave 3 Domestic Coast Guard	2/15/02	2/27/02	2,585	68	125
42. Wave 3 Foreign DoD	2/15/02	2/27/02	25	4	1
43. Wave 3 Domestic DoD Remail 1	2/28/02	3/2/02	1,126	227	59
44. Wave 3 Domestic Coast Guard Remail 1	2/28/02	3/2/02	60	5	3
45. Wave 3 Domestic DoD Remail 2	3/5/02	3/6/02	405	67	20
46. Wave 3 Domestic Coast Guard Remail 2	3/5/02	3/6/02	7	0	2
47. Wave 3 Domestic DoD Remail 3	3/8/02	3/11/02	139	21	5

<b>Mailing Numbers and Groups</b>	<b>Print File Creation Date*</b>	<b>Mail Drop Date</b>	<b>Number Sent</b>	<b>Number of PNDs</b>	<b>Number of Returns</b>
48. Wave 3 Domestic Coast Guard Remail 3	3/8/02	3/11/02	2	0	1
49. Wave 3 Foreign DoD Remail 3	3/8/02	3/11/02	2	1	0
50. Wave 3 Domestic DoD Remail 4	3/13/02	3/14/02	312	52	9
51. Wave 3 Domestic Coast Guard Remail 4	3/13/02	3/14/02	14	1	3
52. Wave 3 Domestic DoD Remail 5	3/26/02	3/27/02	673	107	19
53. Wave 3 Domestic Coast Guard Remail 5	3/26/02	3/27/02	29	3	3
54. Wave 3 Domestic DoD Remail 6	4/2/02	4/3/02	301	37	7
55. Wave 3 Domestic Coast Guard Remail 6	4/2/02	4/3/02	12	1	0
56. Wave 3 Foreign DoD Remail 6	4/2/02	4/3/02	1	0	0
57. Wave 3 Domestic DoD Remail 7	4/9/02	4/10/02	63	9	1
Subtotal: Wave 3			<b>44,238</b>	<b>3,038</b>	<b>1,672</b>

*Note* Print file creation date: This is the date records were identified for inclusion in the mailing and written to a print file.

## ***Processing Returned Surveys***

The processing of returned paper surveys involved opening the surveys; sorting into complete, blank, and damaged batches by receipt date; barcode scanning and OCR scanning of the survey forms; key-entering of unscannable data; and coding of the scanned and key-entered data.

Web data were downloaded nightly by DRC through an automated routine. Separate files were maintained for survey responses and comments. Web data were checked for valid entries for write-in grids. Each web survey was matched back to the sample member's INRECNO using the unique ticket number assigned to that member. After the close of the field period, web returns were checked for completeness according to DMDC guidelines.

## **Scanner Pretest**

Scanner pretesting was done early so that any problems detected in the scannable forms could be corrected before the forms were mailed. As soon as a copy of the printed survey instrument was available, DRC began writing and testing programs to capture the survey data on paper and on the web. To test the initial scanning programs, DRC ran a "22-record check" (or pretest). DMDC created representative data for 22 surveys and DRC scanned, edited, and re-coded these data according to the data-capture procedures. The resulting scanned data were

reviewed by DMDC. Coding revisions were requested by DMDC and implemented by DRC prior to the “50-record check” described below.

### **Web Pretest**

DRC tested the web survey data collection prior to making the survey available to DMDC for testing. DMDC entered their 22 test records using unique test ticket numbers on the DRC external test server. The test data was downloaded, validated, and coded before delivery to DMDC. DMDC reviewed the test data and DRC applied the same coding revisions previously requested for the paper record check.

### **Creating the Scored Dataset**

Upon receipt, returned paper surveys were visually checked and separated into three groups: blank forms, forms with one or more items completed, and forms otherwise damaged or unscannable. Blank forms were further divided into batches (or groups of documents to be scanned) according to the reason that the form was returned blank (e.g., receipt of more than one survey, respondent deceased, no reason given). The reason for the blank return was captured in the variable BLKREAS in the SCS. The reasons listed in the variable BLKREAS originated strictly from survey returns. Other variables such as FLAG\_FIN and SCSINEL indicate reasons for a blank survey return that was obtained from other sources (i.e., telephone calls, etc.) in addition to reasons given on a survey return. All blank forms were optically scanned so that their lithocodes could be tracked and the number of returns updated.

Prior to scanning, survey form pages were separated, stacked, and assigned a batch number. If the sample member included any extraneous materials, the MIC was written on the materials, and the materials were forwarded to DMDC. As the surveys were scanned, the SCS recorded each survey’s batch number, serial number and scan date. The surveys were machine edited for light marks, multiple marks, alignment, and correct lithocodes. If the respondent had cut out or obliterated the barcode and lithocode so that the lithocode was unreadable (thus rendering the respondent unidentifiable), the survey was forwarded to DMDC as white mail.

The scanned survey forms were boxed by batch number. Each box was labeled with batch number and project number to facilitate locating individual processed forms. Forms were stored for a period of six months after the project completion date and were destroyed upon receipt of written approval from DMDC.

As stated earlier, Web data were automatically downloaded nightly. The status of each survey could change until the respondent submitted a complete survey. There are four conditions (or states) for web surveys: “1” is “never accessed,” “2” is “accessed” (i.e., the respondent opened the survey and exited without making changes), “3” is “save and exit” (i.e., the respondent made some changes and clicked on the save and exit button when leaving the survey), and “4” is “submitted” (i.e., the respondent had completed the survey and sent it for processing). Web surveys with status 2, 3 and 4 are included in the survey returns with final status identified for each web return. All web data were validated after the close of the field period for inclusion in the final datasets.

### **DMDC Coding Scheme**

To convert the raw scanned and web data into the item scores that appear in the public-release data file, DMDC provided DRC with an annotated copy of the survey form and the coding notes contained in Appendix D. A guiding assumption in designing the coding scheme was that the analysts creating the dataset would not be the only people analyzing the data. DMDC datasets often are analyzed by people in government, private-sector, and academic organizations. Care is taken in organizing and documenting DMDC surveys so that secondary analysts can use the data and be reasonably certain that they understand how the data are coded and what limitations the data have. Moreover, every attempt is made to capture all information from completed surveys and preserve the data so that secondary analysts can later create variables that were not anticipated by DMDC researchers. To accomplish these goals, DMDC subscribes to a variety of coding conventions for all of its surveys. Appendix D provides in-depth coverage of these coding conventions.

### **Keying Open-Ended Items**

The survey contained six “other specify” comments and one open-ended comment. For paper surveys, the text responses from the “other specify” and open-ended response boxes were entered verbatim into a SAS dataset that is linked by lithocode to the scanned survey data. For web surveys, the “other specify” and open-ended comments were collected in a comment file and linked to the web survey data by ticket number. All text data (for both paper and web) in the SAS files for “other specify” and open-ended items were spell-checked. Proper names and location names were replaced with “(name),” and “(location)” respectively.

For open-ended items on paper surveys, the scanned data file contains a flag indicating whether the respondent wrote anything in response to the item. The data validation process compared the written responses to the corresponding flags in the scanned data to ensure that these files were consistent; discrepancies were investigated and resolved where possible. Discrepancies existed where (1) the scanned data indicated presence of a comment but no comment was there, and (2) a comment was keyed although the scanned data did not indicate the presence of a comment.

### **Fifty-Record Check.**

After receiving the first 50 returned surveys (50 each paper and web), DRC ran two “50-record checks.” DRC downloaded, validated, and re-coded 50 web surveys. DRC also scanned, edited, and re-coded 50 paper surveys. DMDC checked the resulting data against the original paper surveys to determine if there were any unanticipated problems in the coding or scanning procedures (e.g., the scanner could not pick up lightly marked response boxes, or respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by DMDC prior to production of the initial SAS dataset. At the completion of both 50-record checks, DRC scanned the full set of returned surveys and processed the submitted web surveys. The data were then cleaned and edited.



## **Data Cleaning and Editing**

Where there were duplicate responses for the same INRECNO, the first survey received was scanned and edited as usual and included in the scanned data file provided to DMDC. The second survey received was also scanned and edited as usual but was written to a separate file created just for duplicate receipts. That file was also provided to DMDC. The same logic applied to duplicate receipts where one was paper and one was web complete; the first received was included in the main dataset and the later receipt was included in the duplicate file.

As paper surveys were received, they were batched for scanning. The separated survey pages were scanned as individual sheets. The scanner printed (via ink jet) a batch and serial number on each sheet, using the same number for all sheets within a document. Once the surveys were scanned, they were edited for light marks and/or multiple responses. Where the respondent's intent was clear, the data were corrected. When the respondent's intent was not clear, the data were left unedited. Next, a matchback process was performed to check the data against the sample file to ensure that the lithocode was properly scanned and matched the original data record.

Web surveys were matched back to sample members by matching the ticket number to INRECNO and subsequently to the respondent. Because the web survey did not allow multiple or lightly marked responses, there was no need for editing the data as was done for paper returns. However, as stated earlier, all text entries were spell-checked and edited to remove identifying information.

At the completion of data cleaning and editing, DRC provided DMDC with two files of scored data—the first containing original survey returns and the second containing duplicate returns from sample members ( $n = 301$ ). DRC also provided tables of item frequencies and percentages for the original returns file (see Appendix G). DMDC reviewed two draft versions and a final version of these materials. Upon acceptance of the final version, the file of original returns was modified to create a public-release file. The public-release data file excludes variables from the original SCS file that identify individuals or otherwise compromise the anonymity and confidentiality of sample members. The verbatim open-ended text responses are also not included in the public-release file.

## **Survey Analysis Files**

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

### ***Estimation***

Data were collected from a non-proportional stratified, single stage random sample. Responses were weighted up to population totals adjusting for differential sampling and response rates in demographically homogenous groups. In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions, tests of hypotheses and regression relations) and their associated variances are derived from the

probability structure that gives rise to the observations. As with other surveys that involve complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the coefficient of variation  $[SE(x)/x]$  of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Approximations must, however, be found for the variances. The approximations commonly take the form of Taylor series linearizations or replicate methods such as those based on resampling methods. Variables have been included in the analyses files so that variance estimates can be based on Taylor series linearizations computed by SUDAAN for a stratified, without replacement design. Replicate methods can also be used to estimate the variances. Replicate weights (using the jackknife method of linearization) have been prepared. Appendix J gives examples of analyses using these methods.

Many of the standard statistical software packages, such as SPSS and older versions of SAS, do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Analyzing the Form 2002GB datasets with the proper use of PSW0 as the weighting factor in standard statistical programs will result in accurate point estimates but will not result in accurate variance estimates. Wolter (1985) provides a detailed discussion on methods used for variance estimation from sample surveys including replication, Taylor series approximation, and analytic methods.

### ***Data Structure***

Care was taken in the preparation of the survey analysis files to provide public access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the public-release files either because (a) they are typically needed only to analyze survey methods and not needed to analyze the survey data or (b) they provide too great a chance of identifying an individual. For the latter reason, some demographic variables are available on public files only in a collapsed version.

In addition to a public-release file, a confidential file (containing a more complete set of variables than the public-release file) has been prepared for internal DMDC use. These files were prepared as SAS system files. An ASCII (Operating System or OS) flat file was prepared from the public-release SAS system file. File names are indicated in Table 10.

**Table 10.**  
***Analysis File Names***

<b>Type of File</b>	<b>File Name</b>
Public-release File – SAS	WGR02PUB.SD2
Confidential File – SAS	WGR02CON.SD2
Public-release File – OS	WGR02PUB.DAT

The structure of the confidential file is shown in Figure 3. The confidential file contains the public-release file plus additional confidential variables.

All variables in the confidential file are documented in this report. Appendices E and F list all variables with a notation to indicate which variables are confidential, and show where each variable is documented. Intermediate weighting variables that appear only in the confidential file are documented by George and Kroeger (2003). Variables that appear in collapsed form in the public-release part of the file and in a fuller version only in the confidential file are discussed later.

### ***Analyses***

Both the confidential file and public-release file contain 60,415 records, one for every sampled individual. As depicted in Figure 3, these 60,415 records can be divided into three subgroups. The first subgroup, nonrespondents, includes all records indicated by ELIGFLGW=3, where no usable response was received or no information was received to indicate ineligibility (n= 40,433).

Assignment of a record to the other two subgroups was based on whether (a) an individual returned a “completed” survey; and (b) the person was eligible to be included in the population of interest (i.e., was found to be on active duty in the ADMF files in May 2001. Final eligibility was limited to those in the December 2001 Active Duty Master File (ADMF) and who were also in the September 2001 Defense Enrollment Eligibility Reporting System (DEERS) Medical point in time (PIT) extract and did not contact DRC to indicate that they were ineligible).

These two subgroups of records are required for analyses: records for study subjects determined to be ineligible (known ineligible), and records for study subjects who returned usable surveys and are assumed to be eligible (eligible respondents). Both the eligible respondents (ELIGFLGW = 1) and known ineligible (ELIGFLGW = 2) are included because both types of records were used to develop weights that sum to the population total, and both types of records are needed to compute accurate variance estimates by the Taylor series linearization method implemented by SUDAAN.

Figure 3.  
The Structure of the Confidential File

Subgroups	Public-release File	Confidential and Detailed Methodological Variables	Number of Records in Subgroup
Nonrespondents (ELIGFLGW=3)			40,433
Known Ineligible Sample (ELIGFLGW=2)			22
Eligible Respondents (ELIGFLW=1)			19,960

Note. The shaded portion represents the subset of the data typically required for analysis.

### Variables in the Survey Analysis Files

#### Public Release File

The variables in the public-release file fall into five categories: (a) derived from survey responses, (b) created by the operations contractor (DRC) to document survey operations, (c) created by the analysis contractor (Westat) to analyze the weighted dataset, (d) created by DMDC for analysis, and (e) extracted from administrative personnel records. Variables are grouped in these categories in Appendix F.

**Information gathered on the survey.** These variables came directly from the survey or were constructed using only information from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The annotated questionnaire (see Appendix C) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in Appendix D. Appendix I provides information on how DMDC evaluated the special values used for variables in survey skip patterns and documents the treatment of these values in DMDC analyses reported.

**Information on weighting.** Derivation of weights is discussed by George and Kroeger (2003). See Appendix J for examples of analyses using these variables:

ELIGFLGW Eligibility flag

POPTVSTR Taylor series variance strata population

SMPTVSTR Taylor's series achieved sample size in variance strata

TVSTR	Taylor's series variance strata
PSTSTR	Final raking cell
PSW0	Final raking weight
PSW1-PSW170	Final raking weight for replicate weights 1-170

***Variables constructed for analysis.*** Certain demographic variables, including some information collected on the survey form, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents. For example, RS9901 are recodings of S9901. An “R” as the first letter of a variable listed in sections of Appendices E and F is an indication that the variable has been recoded to preserve anonymity of respondents and that a more complete variable is available only on the confidential analysis file.

Certain key demographic variables were constructed for DMDC analyses. These analytic variables, starting with “X”, are based primarily on self-reported information from the survey. In cases where the self-reported information was missing on member Service, paygrade, location, or respondent gender, data were imputed from member administrative records.

Two scales were constructed for race ethnicity and employment status. The race and ethnicity questions were combined and are reported in accordance with U.S. Office of Management and Budget Bulletin 00-02 (2000) guidance for aggregation and allocation of multiple race responses for use in civil rights monitoring and enforcement.

The SAS code used in constructing these analytic variables are included in Appendix I. One of the key demographic variables (i.e., SRSRETH1) is included in the confidential analytical variable section of the file. One other variable (i.e., R1XRETH1) is a recoding of the actual variable used in DMDC analysis — variables that are only contained on the confidential file because of the possibility of them being used in combination with other variables to identify individuals.

Appendix I also documents many of the decisions made in the analyses reported. For a large number of survey items, analysts must make decisions on the treatment of special codes used to indicate inconsistencies in the survey data, especially on respondent failures to follow skip pattern directions. Skip flags indicate if the skip directions were followed.

***Information from records.*** While most of the variables used in sample design and selection are too detailed to be in the public-release file (see the later section on confidential variables), some items from the administrative records are included in the public-release file.

## ***Confidential File***

In addition to variables on the public-release file, the confidential file has five additional categories of variables: (a) the uncensored version of survey items that appear in a collapsed form in the public-release section, (b) the uncensored version of key demographic variables used in analyses that appear in a collapsed form in the public-release section; (c) detailed variables

created by DRC to document operations, (d) detailed variables used in sampling, and (e) detailed variables used in weighting. Variables are grouped in these categories in Appendices E and F.

***Confidential variables—survey data.*** This section of the confidential file contains the original full version of survey variables that had to be recoded for the public-release file to preserve confidentiality. To the extent possible, recoded versions of these variables are in the public-release file section for variables constructed for analysis.

***Confidential variables—analysis data.*** This section of the confidential file contains the original full version of analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the public-release file section for variables constructed for analysis.

***Confidential variables—operations data.*** This section of the confidential file contains operational variables created by DRC. These variables are useful for methodological studies and/or were used by Westat in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). SCANDATE is the date the survey was scanned and INRECNO is the unique identification number assigned to each record/spouse. MAILING identifies which survey (i.e., the first-, second-, or third-wave mailing) the respondent returned. DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple count; DUPRET excludes these returns.

The classification variables describe how individual sample member's records were grouped and indexed. FLAG\_FIN indicates the final disposition status of a sample member (i.e., survey returned, blank survey returned, not locatable, or no return). Several other classification variables were used to categorize a survey's final disposition. These variables are: BLKREAS, SCSINEL, and REFUSE. BLKREAS codes the reason given by the sample member for returning a blank survey, SCSINEL indicates the reason given by the sample member for being ineligible, and REFUSE indicates whether a sample member refused to complete a survey.

***Confidential variables—sampling and record data.*** This section of the confidential file contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

***Confidential variables—weighting.*** This section of the confidential file contains variables used in analysis of nonresponse and in the construction of the weights.

**Figure 4.**  
**Annotated Example of a Table from Appendix G**

<sup>1</sup>STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations

Indicate the extent to which you are satisfied with each of the following.

<sup>2</sup> GB0216I <sup>3</sup> - Quality of medical care for yourself

<sup>4</sup> OS DATA		<sup>5</sup> SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0049-0050	2	GSTSFl_	NUM	4	STDOS2

<sup>6</sup> FREQ	<sup>7</sup> PERCENT	<sup>8</sup> OS VALUE	<sup>9</sup> SAS VALUE	<sup>10</sup> MEANING
399	0.7	-9	.	No response
4	0.0	-8	.A	Multiple response
39180	64.9	-1	.B	No survey return
1541	2.6	1	1	Very dissatisfied
3394	5.6	2	2	Dissatisfied
3660	6.1	3	3	Neither satisfied nor dissatisfied
8835	14.6	4	4	Satisfied
3402	5.6	5	5	Very satisfied
<sup>11</sup> 60415	<sup>11</sup> 100.1	TOTALS		

<sup>12</sup>PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

**Using Appendix G.** Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in the tables in Appendix G. It is only by replicating these results that analysts can be sure that they are reading the data correctly. An annotated example of an Appendix G table is listed in Figure 4.

**1. Codebook title and item text.** The codebook title is the same for every table in Appendix G of this codebook. It lists both the general study and the specific survey form being summarized. If applicable, the indented text under the title presents the verbatim question or instructions that accompany a specific item in the survey.

**2. Variable name.** The variable name for a survey item is up to eight characters in length and corresponds to the variable name that is used in the SAS-based, public-release data file. The conventions for naming survey-derived variables are documented in Appendix C. Appendix F contains a full listing of the public-release file variables, as well as short descriptions of what the variables document.

**3. Survey item text.** For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.

**4. Location of the item on the OS data file.** This block provides the location of the variable on the OS (ASCII) data file. The OS data block documents (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy.

**5. SAS data file information.** This block indicates format name, variable type, length, and informat of the data in the SAS data file. The last block indicates the informat appropriate for reading the data from the OS data file.

**6. Counts of item value responses.** This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 60,415 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.

**7. Respondent percentages for each value.** This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 60,415 records in the accompanying database.

**8. Response OS values.** This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in Appendix D. For example, all negative values are found in Appendix D.

**9. Response SAS values.** This column presents the SAS code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in Appendix D. For example, all negative values are found in Appendix D.

**10. Explanation of the item value codes.** This column presents brief verbal explanations of the OS and SAS coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are found in either the annotated survey form or in Appendix D.

**11. Total of response frequencies and percents.** The number appearing at the bottom of the "FREQ" column is the total number of sample members in the public-release file. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the "PERCENT" column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.

**12. Messages to analysts.** The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent, (b) the variable having values that are "too numerous to list," (c) extraction of the variable from another specified database, (d) creation of the variable from two or more variables specified in the message, and (e) further clarification of the survey item corresponding to the variable.



**13. Codebook page number.** This is the Appendix G page number corresponding to a specific variable. Appendix F identifies the page number in Appendix G where the variable can be found.

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## **APPENDIX A**

### **STATUS OF THE ARMED FORCES WORKPLACE AND GENDER RELATIONS SURVEY (FORM 2002GB)**





RCS: DD-P&R(A) 1947  
Exp. 12/21/03  
DMDC Survey No. 02-0001

# STATUS OF THE ARMED FORCES SURVEYS

Workplace and Gender Relations (Form 2002GB)



DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING ACTIVITY  
DATA RECOGNITION CORPORATION  
P.O. BOX 5720  
MINNETONKA, MN 55343

## COMPLETION INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.

RIGHT



WRONG



- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER



INCORRECT ANSWER



- Do not make any marks outside of the response and write-in boxes.

## MAILING INSTRUCTIONS

- PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., PO Box 5720, Minnetonka, MN 55343).
- IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.
- FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.

## PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this statement informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

**AUTHORITY:** 10 USC Sections 136 and 2358.

**PRINCIPAL PURPOSE(S):** Information collected in this survey will be used to report attitudes and perceptions of members of the Armed Forces about programs and policies. Information provided will assist in the formulation of policies to improve the working environment.

**ROUTINE USE(S):** None.

**DISCLOSURE:** Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to determine if you have responded and to use record data to properly analyze the survey data. Personal identifying information is not used in any reports. Only group statistics will be reported.

## COPYRIGHTED MATERIAL

Items 35.a through 35.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. Items 36.c through 36.i are used by permission of the copyright holder, International Survey Research (ISR), 303 East Ohio Street, Chicago, IL 60611.

## BACKGROUND

### 1. Are you . . . ?

- ☐ Male
- ☐ Female

### 2. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☐ Less than 12 years of school (no diploma)
- ☐ GED or other high school equivalency certificate
- ☐ High school diploma
- ☐ Less than 2 years of college credits, but no college degree
- ☐ 2-year college degree (AA/AS)
- ☐ More than 2 years of college credits, but no 4-year college degree
- ☐ 4-year college degree (BA/BS)
- ☐ Some graduate school, but no graduate degree
- ☐ Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)

### 3. Are you Spanish/Hispanic/Latino? *Mark "No" if not Spanish/Hispanic/Latino.*

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano
- ☐ Yes, Puerto Rican
- ☐ Yes, Cuban
- ☐ Yes, other Spanish/Hispanic/Latino

### 4. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)
- ☐ Some other race (*Please specify below.*)

*Please print.*

### 5. What is your marital status?

- ☐ Never married
- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed

### 6. In what Service are you?

- ☐ Army
- ☐ Navy
- ☐ Marine Corps
- ☐ Air Force
- ☐ Coast Guard



7. What is your current paygrade? *Mark one.*

- |                              |                              |                              |                                       |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O1E      |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O2E      |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O3E      |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 |                              | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
|                              |                              |                              | <input type="checkbox"/> O-6 or above |

8. How many years of active-duty service have you **COMPLETED** (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".*

YEARS

9. In which term of service are you serving now? *Do not count extensions as separate terms of enlistment.*

- ☐ You are on indefinite status ⇒ **IF INDEFINITE STATUS, GO TO QUESTION 11**
- ☐ You are an officer serving an obligation
- ☐ 1st enlistment
- ☐ 2nd or later enlistment

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

- |  |  |
|--|--|
| <input type="checkbox"/> Very likely                 | <input type="checkbox"/> Unlikely      |
| <input type="checkbox"/> Likely                      | <input type="checkbox"/> Very unlikely |
| <input type="checkbox"/> Neither likely nor unlikely |  |

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

- |  |  |
|--|--|
| <input type="checkbox"/> Very likely                 | <input type="checkbox"/> Unlikely      |
| <input type="checkbox"/> Likely                      | <input type="checkbox"/> Very unlikely |
| <input type="checkbox"/> Neither likely nor unlikely |  |

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

- ☐ Does not apply, you already have 20 or more years of service
- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

13. When you leave active duty, how many total years of service do you expect to have completed? *To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".*

YEARS

14. In general, has your life been better or worse than you expected when you first entered the military?

- |  |   |
|--|---|
| <input type="checkbox"/> Much better             | <input type="checkbox"/> Somewhat worse |
| <input type="checkbox"/> Somewhat better         | <input type="checkbox"/> Much worse     |
| <input type="checkbox"/> About what you expected | <input type="checkbox"/> Don't remember |

15. In general, has your work been better or worse than you expected when you first entered the military?

- |  |   |
|--|---|
| <input type="checkbox"/> Much better             | <input type="checkbox"/> Somewhat worse |
| <input type="checkbox"/> Somewhat better         | <input type="checkbox"/> Much worse     |
| <input type="checkbox"/> About what you expected | <input type="checkbox"/> Don't remember |

16. Indicate the extent to which you are satisfied with each of the following.

	Don't know or does not apply				
	Very satisfied				
	Satisfied				
	Neither satisfied nor dissatisfied				
	Dissatisfied				
	Very dissatisfied				
a. Basic Pay .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Special and incentive pays including bonuses .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Basic Allowance for Subsistence (BAS) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Basic Allowance for Housing (BAH) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Retirement pay you would get ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Cost of living adjustments (COLA) to retirement pay .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Availability of medical care for yourself .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Availability of medical care for your family .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Quality of medical care for yourself .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Quality of medical care for your family .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Out of pocket costs for medical care .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Availability of childcare .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Quality of childcare .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Affordability of childcare .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Family support services .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Quality of your current residence .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Opportunities for civilian education .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Opportunities for professional development .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
t. Level of care and concern shown by supervisors for subordinates ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
u. Quality of leadership .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v. Your career, in general .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- ◆ 17. Indicate the extent to which you agree or disagree with the following statements about your Service.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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- a. Being a member of your Service inspires you to do the best job you can ..... ☐ ☐ ☐ ☐ ☐
- b. You are willing to make sacrifices to help your Service ..... ☐ ☐ ☐ ☐ ☐
- c. You are glad that you are part of your Service ..... ☐ ☐ ☐ ☐ ☐
- d. You are NOT willing to put yourself out to help your Service ..... ☐ ☐ ☐ ☐ ☐

18. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Mark "Yes" or "No" for each item.

- |   | Yes                      | No                       |
|---|--------------------------|--------------------------|
| a. Thought seriously about leaving the military .....   | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Wondered what life might be like as a civilian .....   | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Discussed leaving and/or civilian opportunities with family or friends .....                                 | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Talked about leaving with your immediate supervisor .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Gathered information on education programs or colleges .....   | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Gathered information about civilian job options (for example, read newspaper ads, attended a job fair) ..... | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Attended a program that helps people prepare for civilian employment .....                                   | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Prepared a resume .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Applied for a job .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Interviewed for a job .....  | <input type="checkbox"/> | <input type="checkbox"/> |

19. If you had a friend considering active duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

- a. A male friend                      b. A female friend
- ☐ Yes                                      ☐ Yes
- ☐ No                                        ☐ No

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 21
- ☐ No ⇒ IF NO, GO TO QUESTION 23

21. When you talk with your children about their future, do you encourage them to consider the military?

- ☐ Yes
- ☐ No

22. When you talk with your children about their possible career choices, how positive or negative are you about ...

	Very positive	Positive	Neither positive nor negative	Negative	Very negative
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- a. The military, in general?..... ☐ ☐ ☐ ☐ ☐
- b. Career opportunities in the military?..... ☐ ☐ ☐ ☐ ☐
- c. Serving in the military, but not as a career?..... ☐ ☐ ☐ ☐ ☐
- d. Part-time (National Guard/Reserve) opportunities in the military?..... ☐ ☐ ☐ ☐ ☐
- e. Career opportunities as a civilian federal government employee?..... ☐ ☐ ☐ ☐ ☐
- f. Career opportunities in the civilian sector?..... ☐ ☐ ☐ ☐ ☐
- g. Seeking a college education?..... ☐ ☐ ☐ ☐ ☐

23. During the last 12 months, where have you served most of your active-duty time?

- ☐ In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession
- ☐ ☐ Please print the two-letter postal abbreviation - for example "AK" for Alaska
- ☐ Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- ☐ Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- ☐ East Asia and Pacific (e.g., Australia, Japan, Korea)
- ☐ North Africa, Near East, or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- ☐ Sub-Saharan Africa (e.g., Kenya, South Africa)
- ☐ Western Hemisphere (e.g., Cuba, Honduras, Peru)

24. During the last 12 months, where have you lived most of your active-duty time?

- ☐ Aboard ship
- ☐ Barracks/dorm (including BEQ or BOQ)
- ☐ Military family housing, on base
- ☐ Military family housing, off base
- ☐ Civilian housing you own or pay mortgage on
- ☐ Military or civilian housing you rent, off base
- ☐ Other

In this survey, the definition of "military duties" includes deployments, TDYs/TADs, training, military education, time at sea, and field exercises/alerts.

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 26
- ☐ No ⇒ IF NO, GO TO QUESTION 29

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

- |                                      |   |
|--------------------------------------|---|
| <input type="checkbox"/> 1 - 2 times | <input type="checkbox"/> 9 - 10 times     |
| <input type="checkbox"/> 3 - 4 times | <input type="checkbox"/> 11 - 12 times    |
| <input type="checkbox"/> 5 - 6 times | <input type="checkbox"/> 13 - 24 times    |
| <input type="checkbox"/> 7 - 8 times | <input type="checkbox"/> 25 times or more |

27. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? *Assign each of your nights away to only one type of military duty.*

	10 to 12 months					
	7 months to less than 10 months					
	5 months to less than 7 months					
	3 months to less than 5 months					
	1 month to less than 3 months					
	Less than 1 month					
	None					
a. Operation Enduring Freedom..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Peacekeeping or other contingency operation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Foreign humanitarian assistance mission .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Unit training at combat training center.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Counter drug operations .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Domestic disaster or civil emergency .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Time at sea for scheduled deployments (other than for the above) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Other time at sea (other than for the above) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Joint training/field exercises/alerts (other than for the above) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Military education (other than for the above) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Other TDYs/TADs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties? *Add up all nights away from your permanent duty station.*

- ☐ Less than 1 month
- ☐ 1 month to less than 3 months
- ☐ 3 months to less than 5 months
- ☐ 5 months to less than 7 months
- ☐ 7 months to less than 10 months
- ☐ 10 to 12 months

## YOUR WORKPLACE

- If you have been at your current duty location (ship) for one month or more, answer the questions on Workplace for your current duty location (ship), even if you are not permanently stationed at that location.
- Otherwise, answer the questions for the last duty location where you were located for at least a month.

29. How many months have you completed at your duty location/ship during your current tour? To indicate ninety-nine or more, enter "99".

MONTHS

30. Is this location your permanent duty location/ship?

- ☐ Yes
- ☐ No, you are TDY/TAD attending training
- ☐ No, you are TDY/TAD for reasons other than training

31. Are you currently . . . Mark "Yes" or "No" for each item.

	Yes	No
a. A student in a military course? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving aboard a ship at sea? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. In the shore part of a ship/shore rotation? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender? .....	<input type="checkbox"/>	<input type="checkbox"/>
e. In a work environment where members of your gender are uncommon? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. On a deployment that will keep you away from home for at least 30 consecutive days? .....	<input type="checkbox"/>	<input type="checkbox"/>

32. What is the gender of your immediate supervisor?

- ☐ Male
- ☐ Female

33. What is the paygrade of your immediate supervisor?

- |                                       |                              |                                       |
|---------------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-4 or below | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O1E      |
| <input type="checkbox"/> E-5          | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O2E      |
| <input type="checkbox"/> E-6          | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O3E      |
| <input type="checkbox"/> E-7          | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-8          | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
| <input type="checkbox"/> E-9          |                              | <input type="checkbox"/> O-6 or above |
- ☐ Civilian GS-1 to GS-6 (or equivalent)
- ☐ Civilian GS-7 to GS-11 (or equivalent)
- ☐ Civilian GS-12 or above (or equivalent)

◆ 34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

- ☐ All men
- ☐ Almost entirely men
- ☐ More men than women
- ☐ About equal numbers of men and women
- ☐ More women than men
- ☐ Almost entirely women
- ☐ All women

35. To what extent do you agree or disagree with the following statements about your workplace?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I know what is expected of me at work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 days, I have received recognition or praise for doing good work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my Service makes me feel my job is important ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. In the last 6 months, someone at work has talked to me about my progress .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. Please indicate whether you agree or disagree with the following statements.

	Agree	Tend to agree	?	Tend to disagree	Disagree
a. My chain of command keeps me informed about important issues ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. If I make a request through channels in my work group, I know somebody will listen .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I find it very difficult to balance my work and personal responsibilities ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Priorities or work objectives are changed so frequently, I have trouble getting my work done .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. My supervisor encourages people to learn from mistakes .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. My supervisor has sufficient authority .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I believe my Service's core values are clear .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Leadership generally understands the problems we face on our jobs ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

37. How much do you agree or disagree with each of the following statements about your immediate supervisor? *The term "work group" refers to the people with whom you work on a day-to-day basis.*

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. <b>Handling the technical-skills part of the job</b> (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. <b>Handling the people-skills part of the job</b> (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. <b>Handling the conceptual-skills part of the job</b> (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems) ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 37. Continued

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
d. <b>Communicating</b> (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well) . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. <b>Decision making</b> (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems) . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. <b>Motivating</b> (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner). . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. <b>Developing</b> (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority). . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. <b>Building</b> (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment) . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. <b>Learning</b> (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations). .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. <b>Planning and organizing</b> (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change). . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. <b>Executing</b> (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities) . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. <b>Assessing</b> (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 38. To what extent do you agree or disagree with the following statements about your work group?

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. The leaders in your work group set high standards for Service members in terms of good behavior and discipline . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The leaders in your work group are more interested in looking good than being good . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You are impressed with the quality of leadership in your work group. .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You would go for help with a personal problem to people in your chain of command . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Leaders in your work group treat Service members with respect . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Leaders most often get willing and whole-hearted cooperation from the Service members in your work group . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. The NCOs/petty officers in your chain of command are a good source of support for Service members . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 39. To what extent do you agree or disagree with the following statements about . . .

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<b>THE PEOPLE YOU WORK WITH</b>					
a. There is very little conflict among your coworkers. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You like your coworkers. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your coworkers put in the effort required for their jobs . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You are satisfied with the relationships you have with your coworkers . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The people in your work group tend to get along . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The people in your work group are willing to help each other. . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



◆ 39. Continued

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
----------------	-------	----------------------------	----------	-------------------

**THE WORK YOU DO**

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| g. Your work provides you with a sense of pride .....             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Your work makes good use of your skills .....                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Your present assignment is good for your military career ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. You like the kind of work you do ....                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Your job gives you the chance to acquire valuable skills ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. You are satisfied with your job as a whole .....               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

40. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors?

Very often	Often	Sometimes	Once or twice	Never
------------	-------	-----------	---------------	-------

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Using an angry tone of voice .....                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Avoiding you .....                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Making you look bad .....                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Yelling or raising one's voice .....                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Withholding information from you ...                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Swearing directed at you .....                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Talking about you behind your back .                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Insulting, criticizing you (including sarcasm) ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Saying offensive or crude things about you .....     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Flaunting status or power over you .                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**MENTORING**

41. In your opinion, have you ever had a mentor while in the military?

- ☐ Yes, you have one now. ⇒ IF YES, CONTINUE WITH QUESTION 42
- ☐ Yes, you had one, but you don't have one now. ⇒ IF YES, CONTINUE WITH QUESTION 42
- ☐ No, but you would have liked one. ⇒ IF NO, GO TO QUESTION 45
- ☐ No, and you never wanted one. ⇒ IF NO, GO TO QUESTION 45
- ☐ No, you do not know what a mentor is. ⇒ IF NO, GO TO QUESTION 45

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)? **Mark one.**

- ☐ A commissioned officer
- ☐ A warrant officer
- ☐ An NCO/petty officer
- ☐ A junior enlisted Service member
- ☐ A DoD civilian
- ☐ Other (Please specify below.)

Please print.

43. Is your current mentor (or was your most recent mentor) . . . ? **Mark one.**

- ☐ Your rater
- ☐ Your senior rater
- ☐ A person who is/was higher in rank than you, but not your rater or your senior rater
- ☐ A person who is/was at your same rank
- ☐ A person who is/was lower in rank than you
- ☐ A person who is not or was not in the military at the time the mentoring was provided

44. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? **Please mark one answer for each statement.**

Extremely helpful	Very helpful	Moderately helpful	Slightly helpful	Not at all helpful	Not provided
-------------------	--------------	--------------------	------------------	--------------------	--------------

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Teaches job skills .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Gives feedback on your job performance .....                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Assigns challenging tasks .....                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Helps develop your skills/competencies for future assignments ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Provides support and encouragement .....                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Provides personal and social guidance .....                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Provides career guidance .....                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Demonstrates trust .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Acts as a role model .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Protects you .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Invites you to observe activities at his/her level .....            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Instills Service core values .....                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Provides moral/ethical guidance..                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Teaches/advises on organizational politics .....                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. Provides sponsorship/contacts to advance your career .....          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p. Assists in obtaining future assignments .....                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## READINESS, HEALTH, AND WELL-BEING

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

- |   |   |
|---|---|
| <input type="checkbox"/> Very well prepared               | <input type="checkbox"/> Poorly prepared      |
| <input type="checkbox"/> Well prepared                    | <input type="checkbox"/> Very poorly prepared |
| <input type="checkbox"/> Neither well nor poorly prepared |   |

46. How well prepared are you physically to perform your wartime job?

- |   |   |
|---|---|
| <input type="checkbox"/> Very well prepared               | <input type="checkbox"/> Poorly prepared      |
| <input type="checkbox"/> Well prepared                    | <input type="checkbox"/> Very poorly prepared |
| <input type="checkbox"/> Neither well nor poorly prepared |   |

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

- |                                      |  |
|--------------------------------------|--|
| <input type="checkbox"/> 0           | <input type="checkbox"/> 11 - 15 days    |
| <input type="checkbox"/> 1 - 5 days  | <input type="checkbox"/> 16 - 20 days    |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

- |                                      |  |
|--------------------------------------|--|
| <input type="checkbox"/> 0           | <input type="checkbox"/> 11 - 15 days    |
| <input type="checkbox"/> 1 - 5 days  | <input type="checkbox"/> 16 - 20 days    |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

- |                                      |  |
|--------------------------------------|--|
| <input type="checkbox"/> 0           | <input type="checkbox"/> 11 - 15 days    |
| <input type="checkbox"/> 1 - 5 days  | <input type="checkbox"/> 16 - 20 days    |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

50. How true or false is each of the following statements for you? *Please mark one answer for each statement.*

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
|   | Definitely true          |                          |                          |                          |
|   | Mostly true              |                          |                          |                          |
|   | Mostly false             |                          |                          |                          |
|   | Definitely false         |                          |                          |                          |
| a. I am as healthy as anybody I know ....                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I seem to get sick a little easier than other people ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I expect my health to get worse .....                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My health is excellent .....                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

51. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Please mark one answer for each statement.*

- |  |                            |                          |                          |                          |
|--|----------------------------|--------------------------|--------------------------|--------------------------|
|  | All or most of the time    |                          |                          |                          |
|  | A good bit of the time     |                          |                          |                          |
|  | Some of the time           |                          |                          |                          |
|  | Little or none of the time |                          |                          |                          |
| a. Cut down on the amount of time you spent on work or other activities .....                              | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Accomplished less than you would like.  | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Were limited in the kind of work or other activities you do .....                                       | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Had difficulty performing the work or other activities you do (for example, it took extra effort) ..... | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

52. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? *Please mark one answer for each statement.*

- |   |                            |                          |                          |                          |
|---|----------------------------|--------------------------|--------------------------|--------------------------|
|   | All or most of the time    |                          |                          |                          |
|   | A good bit of the time     |                          |                          |                          |
|   | Some of the time           |                          |                          |                          |
|   | Little or none of the time |                          |                          |                          |
| a. Cut down on the amount of time you spent on work or other activities ..... | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Accomplished less than you would like.                                     | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Didn't do work or other activities as carefully as usual .....             | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

53. How much of the time during the past 4 weeks have you ... *Please mark one answer for each statement.*

- |   |                            |                          |                          |                          |
|---|----------------------------|--------------------------|--------------------------|--------------------------|
|   | All or most of the time    |                          |                          |                          |
|   | A good bit of the time     |                          |                          |                          |
|   | Some of the time           |                          |                          |                          |
|   | Little or none of the time |                          |                          |                          |
| a. Felt calm and peaceful? .....                                    | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Been a very nervous person? .....                                | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Felt so down in the dumps that nothing could cheer you up? ..... | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Felt downhearted and blue? .....                                 | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Been a happy person? .....                                       | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? *Mark only one answer for each statement.*

Yes, and your gender was a factor
Yes, but your gender was NOT a factor
No, or does not apply

- |  |                                   |                                       |                          |
|--|-----------------------------------|---------------------------------------|--------------------------|
|  | Yes, and your gender was a factor | Yes, but your gender was NOT a factor | No, or does not apply    |
| a. You were rated lower than you deserved on your last evaluation .....  | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| b. Your last evaluation contained unjustified negative comments .....  | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| c. You were held to a higher performance standard than others .....  | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| d. You did not get an award or decoration given to others in similar circumstances ..  | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| e. Your current assignment has not made use of your job skills .....   | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| f. Your current assignment is not good for your career if you continue in the military .....                                       | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| g. You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement .....                       | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| h. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement ..... | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| i. You did not learn-until it was too late-of opportunities that would have helped your career .....                               | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| j. You were unable to get straight answers about your promotion possibilities .....  | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| k. You were excluded from social events important to career development and being kept informed .....                              | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| l. You did not get a job assignment that you wanted and for which you were qualified .....   | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |
| m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women?                    |                                   |                                       |                          |
|  | <input type="checkbox"/> No       | <input type="checkbox"/> Yes          |                          |
| n. Have you had any other adverse personnel actions in the past 12 months? (If "Yes," please specify below.) .....                 | <input type="checkbox"/>          | <input type="checkbox"/>              | <input type="checkbox"/> |

Please print.

55. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- Military Personnel
  - on- or off-duty
  - on- or off-installation or ship; and/or
- Civilian Employees and/or Contractors
  - In your workplace or on your installation/ship

where one or more of these individuals (of either gender) . . .

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|   | Very often               | Often                    | Sometimes                | Once or twice            | Never                    |
| a. Repeatedly told sexual stories or jokes that were offensive to you? ...  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Referred to people of your gender in insulting or offensive terms? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? .....                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? .....             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? .....                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Put you down or was condescending to you because of your gender? ....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? .....                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



## 55. Continued

	Very often	Often	Sometimes	Once or twice	Never
m. Touched you in a way that made you feel uncomfortable? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Made unwanted attempts to stroke, fondle, or kiss you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Treated you badly for refusing to have sex? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Implied faster promotions or better treatment if you were sexually cooperative? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. Attempted to have sex with you without your consent or against your will, but was not successful? ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. Had sex with you without your consent or against your will? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.) ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please print.

56. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?

- ☒ None were sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- ☒ Some were sexual harassment; some were not sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- ☒ All were sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- ☒ Does not apply—I marked "Never" to every item in Question 55 ⇒ **GO TO QUESTION 76**

## One Situation with the Greatest Effect

57. Think about the situation(s) you experienced during the past 12 months that involved the behaviors you marked in Question 55. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

## 57. Continued

What did the person(s) do during this situation?  
Mark one answer for each behavior.

	Did this	Did not do this
a. Repeatedly told sexual stories or jokes that were offensive to you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Referred to people of your gender in insulting or offensive terms .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made offensive remarks about your appearance, body, or sexual activities .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made gestures or used body language of a sexual nature that embarrassed or offended you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Put you down or was condescending to you because of your gender .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No" .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Touched you in a way that made you feel uncomfortable .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Made unwanted attempts to stroke, fondle, or kiss you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Treated you badly for refusing to have sex ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Implied faster promotions or better treatment if you were sexually cooperative ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. Attempted to have sex with you without your consent or against your will, but was not successful .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. Had sex with you without your consent or against your will .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. Other unwanted gender-related behavior (If you mark "Did this," please describe below.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you - Question 57.

58. To what degree was this situation . . .

	Extremely	Very	Moderately	Slightly	Not at all
a. Annoying? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Offensive? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Disturbing? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Threatening? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Embarrassing? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Frightening? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

59. Where and when did this situation occur?

	All of it	Most of it	Some of it	None of it
a. At a military installation . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At work (the place where you perform your military duties) . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. During duty hours . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the local community around an installation . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

60. What was the gender of the person(s) involved?

- ☐ Male  
☐ Female  
☐ Both males and females were involved  
☐ Gender unknown

61. Was the person(s) involved . . . Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate military supervisor? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
b. Your immediate civilian supervisor? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
c. Your unit commander? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
d. Other military person(s) of higher rank/grade than you? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
e. Other civilian employee(s) of higher rank/grade than you? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
f. Your military coworker(s)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
g. Your civilian coworker(s)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
h. Your military subordinate(s)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
i. Your civilian subordinate(s)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
j. Your military training instructor? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
k. Your civilian training instructor? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
l. Other military person(s)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
m. Other civilian person(s)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>
n. Other or unknown person(s)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>

62. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once  
☐ Occasionally  
☐ Frequently  
☐ Almost every day  
☐ More than once a day

63. How long did this situation last, or if continuing, how long has it been going on?

- ☐ Less than 1 week  
☐ 1 week to less than 1 month  
☐ 1 month to less than 3 months  
☐ 3 months to less than 6 months  
☐ 6 months to less than 9 months  
☐ 9 months to less than 12 months  
☐ 12 months or more

64. Is the situation still going on?

- ☐ Yes  
☐ No

65. To what extent did you . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Try to avoid the person(s) who bothered you? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to forget it? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) you didn't like what he or she was doing? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Stay out of the person's or persons' way? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Tell yourself it was not really important? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Talk to some of your <u>family</u> about the situation? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Talk to some of your <u>coworkers</u> about the situation? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Talk to some of your <u>friends</u> about the situation? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Talk to a <u>chaplain or counselor</u> about the situation? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Try to avoid being alone with the person(s)? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Tell the person(s) to stop? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Just put up with it? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Ask the person(s) to leave you alone? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Blame yourself for what happened? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Assume the person(s) meant well? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Pray about it? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Pretend not to notice, hoping the person(s) would leave you alone? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Do something else in response to the situation? . . . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

66. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone else in your chain-of-command (including your commanding officer) .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Supervisor(s) of the person(s) who did it ..	<input type="checkbox"/>	<input type="checkbox"/>
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Other installation/Service/DoD person or office with responsibility for follow-up ..	<input type="checkbox"/>	<input type="checkbox"/>

67. Did you answer "Yes" to at least one item in Question 66?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 68  
☐ No ⇒ IF NO, GO TO QUESTION 74

68. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. Person(s) who bothered you was/were talked to about the behavior .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were encouraged to drop the complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. No action was taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

69. How satisfied are you with the following aspects of the reporting process?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Treatment by personnel handling your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Amount of time it took/is taking to resolve your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. How well you are/were kept informed about the progress of your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Degree to which your privacy is/was being protected .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

70. Is the action still being processed?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 73  
☐ No ⇒ IF NO, GO TO QUESTION 71

71. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. They found your complaint to be true ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. They found your complaint to be untrue ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. They were unable to determine whether your complaint was true or not .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The outcome of your complaint was explained to you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The situation was corrected .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Some action was taken against the person(s) who bothered you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Nothing was done about the complaint ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Action was taken against you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

72. How satisfied were you with the outcome of your complaint?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

→ If you were dissatisfied/very dissatisfied with the outcome of your complaint, please specify why below.

Please print.

73. Did you report all of the behaviors you marked in Question 57 to one of the installation/Service/DoD individuals or organizations listed in Question 66?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 75  
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 74

74. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations in Question 66? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report .....	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report .....	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report ...	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself ....	<input type="checkbox"/>	<input type="checkbox"/>
e. You talked to someone informally in your chain-of-command .....	<input type="checkbox"/>	<input type="checkbox"/>
f. You did not think anything would be done if you reported .....	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought you would not be believed if you reported .....	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought your coworkers would be angry if you reported .....	<input type="checkbox"/>	<input type="checkbox"/>
i. You wanted to fit in .....	<input type="checkbox"/>	<input type="checkbox"/>

## 74. Continued

	Yes	No
j. You thought reporting would take too much time and effort .....	<input type="checkbox"/>	<input type="checkbox"/>
k. You thought you would be labeled a troublemaker if you reported .....	<input type="checkbox"/>	<input type="checkbox"/>
l. A <u>peer</u> talked you out of making a formal complaint .....	<input type="checkbox"/>	<input type="checkbox"/>
m. A <u>supervisor</u> talked you out of making a formal complaint .....	<input type="checkbox"/>	<input type="checkbox"/>
n. You did not want to hurt the person's or persons' feelings, family, or career.....	<input type="checkbox"/>	<input type="checkbox"/>
o. You thought your performance evaluation or chance for promotion would suffer if you reported .....	<input type="checkbox"/>	<input type="checkbox"/>
p. You were afraid of retaliation from the <u>person(s) who did it</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
q. You were afraid of retaliation or reprisals from <u>friends/associates of the person(s) who did it</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
r. You were afraid of retaliation or reprisals from <u>your supervisors or chain-of-command</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
s. Some other reason .....	<input type="checkbox"/>	<input type="checkbox"/>

**75. Sometimes people may have problems at work after a situation like the one you experienced. Did any of the following things happen as a result of the situation or how you responded to it? Mark "Yes," "No," or "Don't know" for each.**

	Don't know	No	Yes
a. You were ignored by others at work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You were blamed for the situation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. People gossiped about you in an unkind or negative way .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You lost perks/privileges that you had before .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were given less favorable job duties..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were denied an opportunity for training .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You were given an unfair performance evaluation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You were unfairly disciplined .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You were denied a promotion .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You were transferred to a less desirable job .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You were unfairly demoted .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You were mistreated in some other way ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## OTHER WORKPLACE EXPERIENCES

The following items describe situations that sometimes happen in the workplace. What do you think would happen at your duty station in situations like these?

**76. Suppose that a coworker at your duty station were to talk a lot at work about sex, trying to get others to talk about it, too. Mark if you "agree" or "disagree" with each of the following statements.**

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

**If a coworker at your duty station were to do this ...**

a. Others in the unit would not care ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The coworker would get in trouble with his or her supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Others in the unit would tell the coworker to stop .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Leadership would ignore it .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If another coworker were to complain about this ...**

e. The complaint would be taken seriously .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would be risky for the person making the complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Some corrective action would be taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Other coworkers would treat the person who made the complaint badly .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. The complaint would be ignored ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**77. Suppose that a coworker at your duty station were to keep asking others for dates even after they have made it clear that they were not interested. Mark if you "agree" or "disagree" with each of the following statements.**

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

**If a coworker at your duty station were to do this ...**

a. Others in the unit would not care ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The coworker would get in trouble with his or her supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Others in the unit would tell the coworker to stop .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Leadership would ignore it .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If another coworker were to complain about this ...**

e. The complaint would be taken seriously .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would be risky for the person making the complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Some corrective action would be taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Other coworkers would treat the person who made the complaint badly .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. The complaint would be ignored ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

78. Suppose that a supervisor at your duty station were to suggest that the way to get along and get good assignments is to be sexually cooperative to him/her. *Mark if you "agree" or "disagree" with each of the following statements.*

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
----------------	-------	----------------------------	----------	-------------------

**If a supervisor at your duty station were to do this . . .**

- a. Others in the unit would not care ... ☐ ☐ ☐ ☐ ☐
- b. The supervisor would get in trouble with his or her supervisor ... ☐ ☐ ☐ ☐ ☐
- c. Others in the unit would tell the supervisor to stop ... ☐ ☐ ☐ ☐ ☐
- d. Leadership would ignore it ... ☐ ☐ ☐ ☐ ☐

**If a coworker were to complain about this . . .**

- e. The complaint would be taken seriously ... ☐ ☐ ☐ ☐ ☐
- f. It would be risky for the person making the complaint ... ☐ ☐ ☐ ☐ ☐
- g. Some corrective action would be taken ... ☐ ☐ ☐ ☐ ☐
- h. Other coworkers would treat the person who made the complaint badly ... ☐ ☐ ☐ ☐ ☐
- i. The complaint would be ignored ... ☐ ☐ ☐ ☐ ☐

82. My Service's training . . . *Mark if you "agree" or "disagree" with each of the following statements.*

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
----------------	-------	----------------------------	----------	-------------------

- a. Provides a good understanding of what words and actions are considered sexual harassment . . . . ☐ ☐ ☐ ☐ ☐
- b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole . . . . . ☐ ☐ ☐ ☐ ☐
- c. Teaches that sexual harassment makes it difficult for individual Service members to perform their duties . . . . . ☐ ☐ ☐ ☐ ☐
- d. Identifies behaviors that are offensive to others and should not be tolerated . . . . . ☐ ☐ ☐ ☐ ☐
- e. Gives useful tools for dealing with sexual harassment . . . . . ☐ ☐ ☐ ☐ ☐
- f. Makes you feel it is safe to complain about unwanted, sex-related attention . . . . . ☐ ☐ ☐ ☐ ☐
- g. Provides information about policies, procedures, and consequences of sexual harassment . . . . . ☐ ☐ ☐ ☐ ☐

83. To what extent is/are . . .

Very large extent	Large extent	Moderate extent	Small extent	Not at all
-------------------	--------------	-----------------	--------------	------------

**IN YOUR UNIT/WORK GROUP**

- a. Policies forbidding sexual harassment publicized? . . . . . ☐ ☐ ☐ ☐ ☐
- b. Complaint procedures related to sexual harassment publicized? . . . . ☐ ☐ ☐ ☐ ☐
- c. Complaints about sexual harassment taken seriously no matter who files them? . . . . . ☐ ☐ ☐ ☐ ☐
- d. Enlisted members required to attend formal sexual harassment training? . ☐ ☐ ☐ ☐ ☐
- e. Officers required to attend formal sexual harassment training? . . . . . ☐ ☐ ☐ ☐ ☐
- f. Leaders consistently modeling respectful behavior to both male and female personnel? . . . . . ☐ ☐ ☐ ☐ ☐
- g. Male supervisors asking female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates? . . . . . ☐ ☐ ☐ ☐ ☐

## PERSONNEL POLICY AND PRACTICES

79. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each.*

Don't know	No	Yes
------------	----	-----

- a. Senior leadership of my Service . . . . . ☐ ☐ ☐
- b. Senior leadership of my installation/ship . . ☐ ☐ ☐
- c. My immediate supervisor . . . . . ☐ ☐ ☐

80. Have you had any training during the *past 12 months* on topics related to sexual harassment?

- ☐ Yes ⇒ **IF YES, CONTINUE WITH QUESTION 81**
- ☐ No ⇒ **IF NO, GO TO QUESTION 83**

81. In the past 12 months, how many times have you had training on topics related to sexual harassment? *To indicate nine or more, enter "9".*

 TIMES



Very large extent  
Large extent  
Moderate extent  
Small extent  
Not at all

## ON YOUR INSTALLATION/SHIP

h. Policies forbidding sexual harassment publicized? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Complaint procedures related to sexual harassment publicized? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Complaints about sexual harassment taken seriously no matter who files them? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. There a specific office with the authority to investigate sexual harassment complaints? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Enlisted members required to attend formal sexual harassment training? ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Officers required to attend formal sexual harassment training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Leaders consistently modeling respectful behavior to both male and female personnel? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## IN YOUR SERVICE

o. An advice/hotline available for reporting sexual harassment complaints?.....

**84. Do you think sexual harassment is more of a problem inside the military or more of a problem outside the military?**

- ☒ More of a problem inside the military
- ☒ More of a problem outside the military
- ☒ Same/no difference

85. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?

- ☒ Less of a problem today
- ☒ About the same as 4 years ago
- ☒ More of a problem today

86. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?

- ☐ Don't know, you have been in the military less than 4 years
- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

**87. In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?**

☒ Don't know, you have been in the military less than 4 years

☒ Much less often

☒ Less often

☒ About the same

☒ More often

☒ Much more often

**88. Would you like to know the results of this survey? *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.***

**89. On what date did you complete this survey?**

## COMMENTS

**90. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.**

**THANK YOU FOR YOUR TIME AND ASSISTANCE**

## **APPENDIX B**

### **SURVEY COVER LETTERS**







2100 Second Street, SW  
Washington, DC 20593-0001  
Staff Symbol: G-H  
Phone: (202) 267-1562  
FAX: (202) 267-4282

#BWNHVT \*\*\*\*\*3-DIGIT 233

December 5, 2001

#10 000052797 6#

PO2 TAMEKA M AVANS  
4 WINTER QUARTER CT  
CAPE CHARLES VA 23310-2936

Dear Petty Officer Avans:

You have been selected to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)* and should receive a survey in the mail in the next few weeks. This survey will ask for your attitudes and opinions on a variety of topics related to your workplace and gender relations in the Services. The information obtained from this survey will assist senior policy makers in responding to Congress and in improving the workplace for all Service members.

I urge you to complete your survey when it arrives. This is your opportunity to provide input into the formulation of policies that directly affect you and other Service members. I assure you that your responses will be kept confidential. Only group statistics will be compiled and reported. No information about you as an individual will be released.

If the address on this mailing is incorrect or your address will soon change, please take a moment to inform the Survey Processing Center of the correct address. You may register your new address by calling the Survey Processing Center toll-free at 1-800-881-5307. This toll-free line is provided for recording address changes only. If you prefer, you may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. You can also send your changes via electronic mail to 2002GB@datarecognitioncorp.com or facsimile at 1-763-493-4956, or you can register address changes online at <http://www.drc-instantaccess.com/DMDC-2002GB> with the **Ticket Number** from the bottom right of this letter.

In all communications with the Survey Processing Center, please include your Ticket Number shown at the bottom right of this letter.

Thank you for your time and assistance in this important effort.

Sincerely,

W. R. Somerville

W. R. Somerville  
Assistant Commandant for Civil Rights

**TICKET NUMBER: FHWMM.J3H**





UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

#BWNHVT \*\*\*\*\*5-DIGIT 08641  
#10 000060764 6#  
SMSGT MICHAEL H BOLDING USAF  
4249D N FALCON CT  
MC GUIRE AFB NJ 08641-1101  
|||||

January 23, 2002

Dear Senior Master Sergeant Bolding:

Several weeks ago, you were asked to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. Your participation is very important. The survey results will help the Department of Defense and the Armed Services to assess progress in promoting equality and fairness in the military and to identify areas where improvements are needed. This is your opportunity to provide input in the formulation of policies that directly affect you and other Service members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your questionnaire, please discard this duplicate survey and accept my thanks. If you have not yet responded, please fill out the questionnaire and return it in the provided postage-paid envelope or complete the survey on the Web at:

<http://www.drc-instantaccess.com/DMDC-2002GB>

To take this survey online you will need to enter this **Ticket Number: 3EANNF7J**. It is not necessary for you to complete the online survey in one sitting.

Your time and cooperation are appreciated.

Sincerely,

Enclosure:  
As stated

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)





UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

#BNHVT \*\*\*\*\*5-DIGIT 06340  
#10 00000201 2#  
PO2 FREDERICK MARTIII SCHAEFER USN  
68 GEORGIA ST  
GROTON CT 06340-6102

December 26, 2001

Dear Petty Officer Schaefer:

The Department of Defense is seeking your help in gathering important information about workplace and gender-relations issues in the Armed Forces. You were selected in a scientific sample of Service members to participate in this study. The information you and other Service members provide will be used both to evaluate policies and programs and to identify areas where improvements are needed.

Completing this survey should take about 30 to 45 minutes of your time. Please provide frank responses to the survey questions. I assure you your responses will be kept confidential. Only group statistics will be compiled and reported. Obviously, while the survey process is underway, survey administrators must know your identity to provide you with the survey materials. This information will be used only in administering the survey. No information about an individual will be released.

Should you prefer, you may use the Internet to complete this survey. To take this survey online you will need to enter this **Ticket Number: 7F93FJU9**. Simply go to the Web address below and input your **Ticket Number**. You will not need to take the survey in one sitting. The website has been set up to allow you to start and stop, as necessary.

**<http://www.drc-instantaccess.com/DMDC-2002GB>**

If you choose to complete the paper survey, please return it at your earliest convenience in the enclosed pre-addressed, postage-paid envelope. If you have any questions, you may send electronic mail to [2002GB@datarecognitioncorp.com](mailto:2002GB@datarecognitioncorp.com) or leave a message any time, toll-free, at 1-800-881-5307. Except on the website, in all communication with the Survey Processing Center please include the mailing number from the lower right corner of this letter.

Thank you in advance for your time and cooperation in completing this survey.

Sincerely,

Sincerely,  
David V. C. Chan

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)

Enclosures:  
As stated



#BWNHVT \*\*\*\*\*3-DIGIT 233

January 9, 2002

#10 001110530 9#

PO3 STEVEN C EARLES USCG  
244 RED CEDAR CT APT 3C  
CHESAPEAKE VA 23320-4531

|||||

Dear Petty Officer Earles:

We recently mailed you a letter asking you to participate (either via paper survey or the Internet), in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. If you have already completed the survey, thank you. If you haven't had a chance to complete the survey or were thinking about not participating, I would like to ask you to reconsider. Your participation is crucial. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself.

The Web version of the survey can be accessed at:

<http://www.drc-instantaccess.com/DMDC-2002GB>

It is not necessary for you to complete the survey in one sitting. To take this survey online you will need to enter this **Ticket Number: FTYPMTKT**

If you prefer to respond via the paper survey but have not received a copy, please take a moment to inform the Survey Processing Center of your correct address. You may register your new address by calling the Survey Processing Center any time, toll-free, at 1-800-881-5307. You may also e-mail your address changes to [2002GB@datarecognitioncorp.com](mailto:2002GB@datarecognitioncorp.com) or via the Survey Processing Center's Web page at <http://www.drc-instantaccess.com/DMDC-2002GB> (enter Ticket Number listed above) or via facsimile at 1-763-493-4956. You may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. Except on the website, in all communication with the Survey Processing Center please include the mailing number from the lower right corner of this letter.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

Enclosure:  
As stated

W. R. Somerville  
Assistant Commandant for Civil Rights



#BWNHVYT \*\*\*\*\*5-DIGIT 94501

January 23, 2002

#10 000107449 9#

CPO DENNIS P SIROIS USCG

4040B KISKA DR

ALAMEDA CA 94501-8013

|||||

Dear Chief Petty Officer Sirois:

Several weeks ago, you were asked to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. Your participation is very important. The survey results will help the Department of Defense and the Armed Services to assess progress in promoting equality and fairness in the military and to identify areas where improvements are needed. This is your opportunity to provide input in the formulation of policies that directly affect you and other Service members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your questionnaire, please discard this duplicate survey and accept my thanks. If you have not yet responded, please fill out the questionnaire and return it in the provided postage-paid envelope or complete the survey on the Web at:

<http://www.drc-instantaccess.com/DMDC-2002GB>

To take this survey online you will need to enter this **Ticket Number: F9AH3K4X**. It is not necessary for you to complete the online survey in one sitting.

Your time and cooperation are appreciated.

Sincerely,

A handwritten signature in cursive script that reads "W. R. Somerville".

Enclosure:  
As stated

W. R. Somerville  
Assistant Commandant for Civil Rights







UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

#BWNHVYT  
#10 000118262 3#  
TSGT FREDERICK E THOMAS USAF  
0003 SUPPORT GP  
ELMENDORF AFB AK 99506-2830

February 20, 2002

Dear Sergeant Thomas:

Recently, you were asked to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. Your completed questionnaire had not been received by the Survey Processing Center at the time this letter was prepared. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings can accurately represent the opinions and attitudes of all personnel. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take time to complete the questionnaire and return it in the postage-paid envelope or complete the survey via the Internet. To access the Web version of the survey, go to the following web address:

**<http://www.drc-instantaccess.com/DMDC-2002GB>**

To take this survey online you will need to enter this **Ticket Number: 3337XHUK**. For your views to be included in the survey results, your survey must be received within three weeks of receiving this letter. The results of the survey will also be on the Web after a summary is prepared.

Thank you for your participation in this important effort.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)

Enclosure:  
As stated





#BWNHVVY \*\*\*\*\*5-DIGIT 29415

February 20, 2002

#10 000156778 1#

PO2 DAYNA S MOORE USCG

PO BOX 150016

NORTH CHARLESTON SC 29415-5016

|||||

Dear Petty Officer Moore:

Recently, you were asked to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. Your completed questionnaire had not been received by the Survey Processing Center at the time this letter was prepared. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings can accurately represent the opinions and attitudes of all personnel. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take time to complete the questionnaire and return it in the postage-paid envelope or complete the survey via the Internet. To access the Web version of the survey, go to the following web address:

**<http://www.drc-instantaccess.com/DMDC-2002GB>**

To take this survey online you will need to enter this **Ticket Number: FEAPPJF9**. For your views to be included in the survey results, your survey must be received within three weeks of receiving this letter. The results of the survey will also be on the Web after a summary is prepared.

Thank you for your participation in this important effort.

Sincerely,

A handwritten signature in cursive script that reads "W. R. Somerville".

Enclosure:  
As stated

W. R. Somerville  
Assistant Commandant for Civil Rights



#BWNHVT \*\*\*\*\*5-DIGIT 08204

December 26, 2001

#10 000052793 5#

SN BENJAMIN P SLIMAN USCG

1 MUNRO DR

CAPE MAY NJ 08204-5000

|||||

Dear Seaman Sliman:

The Department of Defense is seeking your help in gathering important information about workplace and gender-relations issues in the Armed Forces. You were selected in a scientific sample of Service members to participate in this study. The information you and other Service members provide will be used both to evaluate policies and programs and to identify areas where improvements are needed.

Completing this survey should take about 30 to 45 minutes of your time. Please provide frank responses to the survey questions. I assure you your responses will be kept confidential. Only group statistics will be compiled and reported. Obviously, while the survey process is underway, survey administrators must know your identity to provide you with the survey materials. This information will be used only in administering the survey. No information about an individual will be released.

Should you prefer, you may use the Internet to complete this survey. To take this survey online you will need to enter this **Ticket Number: FEAMW3FX**. Simply go to the Web address below and input your **Ticket Number**. You will not need to take the survey in one sitting. The website has been set up to allow you to start and stop, as necessary.

**<http://www.drc-instantaccess.com/DMDC-2002GB>**

If you choose to complete the paper survey, please return it at your earliest convenience in the enclosed pre-addressed, postage-paid envelope. If you have any questions, you may send electronic mail to [2002GB@datarecognitioncorp.com](mailto:2002GB@datarecognitioncorp.com) or leave a message any time, toll-free, at 1-800-881-5307. Except on the website, in all communication with the Survey Processing Center please include the mailing number from the lower right corner of this letter.

Thank you in advance for your time and cooperation in completing this survey.

Sincerely,

Enclosures:  
As stated

W. R. Somerville  
Assistant Commandant for Civil Rights

## **APPENDIX C**

### **ANNOTATED QUESTIONNAIRE**



# **STATUS OF THE ARMED FORCES SURVEYS**

**Workplace and Gender Relations (Form 2002GB)**

## **ANNOTATED QUESTIONNAIRE**

## COMPLETION INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.  

Right	Wrong
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>
- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.  

Correct answer	Incorrect answer
<input checked="" type="checkbox"/>	<input type="checkbox"/>
- Do not make any marks outside of the response and write-in boxes.

## MAILING INSTRUCTIONS

- PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., 5900 Baker Rd., Minnetonka, MN 55345-5967).
- IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.
- FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.

## PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this statement informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 USC Sections 136 and 2358.

PRINCIPAL PURPOSE(S): Information collected in this survey will be used to report attitudes and perceptions of members of the Armed Forces about programs and policies. Information provided will assist in the formulation of policies to improve the working environment.

ROUTINE USE(S): None.

DISCLOSURE: Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to determine you have responded and to use record data to properly analyze the survey data. Personal identifying information is not used in any reports. Only group statistics will be reported.

## COPYRIGHTED MATERIAL

Items 35.a through 35.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. Items 36.c through 36.i are used by permission of the copyright holder, International Survey Research (ISR).

## BACKGROUND

SRSEX

### 1. Are you . . . ?

1. ☒ Male  
2. ☒ Female

SRED

### 2. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- 01 ☒ Less than 12 years of school (no diploma)  
02 ☒ GED or other high school equivalency certificate  
03 ☒ High school diploma  
04 ☒ Less than 2 years of college credits, but no college degree  
05 ☒ 2-year college degree (AA/AS)  
06 ☒ More than 2 years of college credits, but no 4-year college degree  
07 ☒ 4-year college degree (BA/BS)  
08 ☒ Some graduate school, but no graduate degree  
09 ☒ Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)

SRHSPA1, SRHSPA2, Note 1

### 3. Are you Spanish/Hispanic/Latino? *Mark "No" if not Spanish/Hispanic/Latino.*

1. ☒ No, not Spanish/Hispanic/Latino  
2. ☒ Yes, Mexican, Mexican-American, Chicano  
3. ☒ Yes, Puerto Rican  
4. ☒ Yes, Cuban  
5. ☒ Yes, other Spanish/Hispanic/Latino

SRRACEA-F, SRRETH1, Note 2

### 4. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- A. ☒ White  
B. ☒ Black or African American  
C. ☒ American Indian or Alaska Native  
D. ☒ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)  
E. ☒ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)  
F. ☒ Some other race (*Please specify below*)

SRRACESP, Note 3

Please print.

SRMARST

### 5. What is your marital status?

1. ☒ Never married  
2. ☒ Married  
3. ☒ Separated  
4. ☒ Divorced  
5. ☒ Widowed

SRSVC

### 6. In what Service are you?

1. ☒ Army  
2. ☒ Navy  
3. ☒ Marine Corps  
4. ☒ Air Force  
5. ☒ Coast Guard

SRGRADE

**7. What is your current paygrade? Mark one.**

- |                                 |                                 |                                 |  |
|---------------------------------|---------------------------------|---------------------------------|--|
| 01 <input type="checkbox"/> E-1 | 06 <input type="checkbox"/> E-6 | 11 <input type="checkbox"/> W-1 | 21 <input type="checkbox"/> O-1/O1E      |
| 02 <input type="checkbox"/> E-2 | 07 <input type="checkbox"/> E-7 | 12 <input type="checkbox"/> W-2 | 22 <input type="checkbox"/> O-2/O2E      |
| 03 <input type="checkbox"/> E-3 | 08 <input type="checkbox"/> E-8 | 13 <input type="checkbox"/> W-3 | 23 <input type="checkbox"/> O-3/O3E      |
| 04 <input type="checkbox"/> E-4 | 09 <input type="checkbox"/> E-9 | 14 <input type="checkbox"/> W-4 | 24 <input type="checkbox"/> O-4          |
| 05 <input type="checkbox"/> E-5 |                                 | 15 <input type="checkbox"/> W-5 | 25 <input type="checkbox"/> O-5          |
|                                 |                                 |                                 | 26 <input type="checkbox"/> O-6 or above |

GB0208, Note 4

**8. How many years of active-duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)? To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35"**

--	--

**YEARS**

GB0209, GB0209SK, Note 5

**9. In which term of service are you serving now? Do not count extensions as separate terms of enlistment.**

1. ☐ You are on indefinite status⇒IF INDEFINITE STATUS, GO TO QUESTION 11
2. ☐ You are an officer serving an obligation
3. ☐ 1<sup>st</sup> enlistment
4. ☐ 2<sup>nd</sup> or later enlistment

GB0210

**10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?**

5. ☐ Very likely
4. ☐ Likely
3. ☐ Neither likely nor unlikely
2. ☐ Unlikely
1. ☐ Very unlikely

GB0211

**11. Assuming you could stay on active duty, how likely is it that you would choose to do so?**

5. ☐ Very likely
4. ☐ Likely
3. ☐ Neither likely nor unlikely
2. ☐ Unlikely
1. ☐ Very unlikely

GB0212

**12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?**

- 6. ☐ Does not apply, you already have 20 or more years of service
5. ☐ Very likely
4. ☐ Likely
3. ☐ Neither likely nor unlikely
2. ☐ Unlikely
1. ☐ Very unlikely

GB0213, GB0213CN, Note 6

**13. When you leave active duty, how many total years of service do you expect to have completed? To indicate less than one year, enter "00" To indicate thirty-five or more, enter "35"**

--	--

**YEARS**

GB0214

**14. In general, has your life been better or worse than you expected when you first entered the military?**

5. ☐ Much better
4. ☐ Somewhat better
3. ☐ About what you expected
2. ☐ Somewhat worse
1. ☐ Much worse
0. ☐ Don't remember

GB0215

**15. In general, has your work been better or worse than you expected when you first entered the military?**

5. ☐ Much better
4. ☐ Somewhat better
3. ☐ About what you expected
2. ☐ Somewhat worse
1. ☐ Much worse
0. ☐ Don't remember

GB0216A-V

**16. Indicate the extent to which you are satisfied with each of the following.**

- |  |    |                                    |
|--|----|------------------------------------|
|  | 99 | Don't know or does not apply       |
|  | 5  | Very satisfied                     |
|  | 4  | Satisfied                          |
|  | 3  | Neither satisfied nor dissatisfied |
|  | 2  | Dissatisfied                       |
|  | 1  | Very dissatisfied                  |
- a. Basic Pay ..... ☐ ☐ ☐ ☐ ☐
- b. Special and incentive pays including bonuses ..... ☐ ☐ ☐ ☐ ☐
- c. Basic Allowance for Subsistence (BAS) ..... ☐ ☐ ☐ ☐ ☐
- d. Basic Allowance for Housing (BAH) ..... ☐ ☐ ☐ ☐ ☐
- e. Retirement pay you would get ..... ☐ ☐ ☐ ☐ ☐
- f. Cost of living adjustments (COLA) to retirement pay ..... ☐ ☐ ☐ ☐ ☐
- g. Availability of medical care for yourself ..... ☐ ☐ ☐ ☐ ☐
- h. Availability of medical care for your family ..... ☐ ☐ ☐ ☐ ☐
- i. Quality of medical care for yourself ..... ☐ ☐ ☐ ☐ ☐
- j. Quality of medical care for your family ..... ☐ ☐ ☐ ☐ ☐
- k. Out of pocket costs for medical care ..... ☐ ☐ ☐ ☐ ☐
- l. Availability of childcare ..... ☐ ☐ ☐ ☐ ☐
- m. Quality of childcare ..... ☐ ☐ ☐ ☐ ☐
- n. Affordability of childcare ..... ☐ ☐ ☐ ☐ ☐
- o. Family support services ..... ☐ ☐ ☐ ☐ ☐
- p. Quality of your current residence ..... ☐ ☐ ☐ ☐ ☐
- q. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair) ..... ☐ ☐ ☐ ☐ ☐
- r. Opportunities for civilian education ..... ☐ ☐ ☐ ☐ ☐
- s. Opportunities for professional development ..... ☐ ☐ ☐ ☐ ☐
- t. Level of care and concern shown by supervisors for subordinates ..... ☐ ☐ ☐ ☐ ☐
- u. Quality of leadership ..... ☐ ☐ ☐ ☐ ☐
- v. Your career, in general ..... ☐ ☐ ☐ ☐ ☐

**17. Indicate the extent to which you agree or disagree with the following statements about your Service.**

5.....Strongly agree  
 4.....Agree  
 3.....Neither agree nor disagree  
 2.....Disagree  
 1.....Strongly disagree

- a. Being a member of your Service inspires you to do the best job you can ☐ ☐ ☐ ☐ ☐
- b. You are willing to make sacrifices to help your Service ☐ ☐ ☐ ☐ ☐
- c. You are glad that you are part of your Service ☐ ☐ ☐ ☐ ☐
- d. You are NOT willing to put yourself out to help your Service ☐ ☐ ☐ ☐ ☐

GB0218A-J

**18. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Mark "Yes" or "No" for each item.**

- |   | 1                        | 0                        |
|---|--------------------------|--------------------------|
|   | Yes                      | No                       |
| a. Thought seriously about leaving the military   | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Wondered what life might be like as a civilian   | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Discussed leaving and/or civilian opportunities with family or friends                                 | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Talked about leaving with your immediate supervisor  | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Gathered information on education programs or colleges   | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Gathered information about civilian job options (for example, read newspaper ads, attended a job fair) | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Attended a program that helps people prepare for civilian employment                                   | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Prepared a resume  | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Applied for a job  | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Interviewed for a job  | <input type="checkbox"/> | <input type="checkbox"/> |

GB0219

**19. If you had a friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.**

## a. A male friend

1. ☐ Yes  
 0. ☐ No

## b. A female friend

- 1... ☐ Yes  
 0... ☐ No

GB0220, GB0220SK, Note 7

**20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?**

1. ☐ Yes⇒IF YES, CONTINUE WITH QUESTION 21  
 0. ☐ No⇒IF NO, GO TO QUESTION 23

GB0221

**21. When you talk with your children about their future, do you encourage them to consider the military?**

1. ☐ Yes  
 0. ☐ No

**22. When you talk with your children about their possible career choices, how positive or negative are you about...**

5.....Very positive  
 4.....Positive  
 3.....Neither positive nor negative  
 2.....Negative  
 1.....Very negative

- a. The military, in general? ☐ ☐ ☐ ☐ ☐
- b. Career opportunities in the military? ☐ ☐ ☐ ☐ ☐
- c. Serving in the military, but not as a career? ☐ ☐ ☐ ☐ ☐
- d. Part-time (National Guard/Reserve) opportunities in the military? ☐ ☐ ☐ ☐ ☐
- e. Career opportunities as a civilian federal government employee? ☐ ☐ ☐ ☐ ☐
- f. Career opportunities in the civilian sector? ☐ ☐ ☐ ☐ ☐
- g. Seeking a college education? ☐ ☐ ☐ ☐ ☐

GB0223<sup>1</sup>, GB0223SP, GB0223CD, Note 8

**23. During the last 12 months, where have you served most of your active-duty time?**

1. ☐ In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession  
  Please print the two-letter postal abbreviation – for example "AK" for Alaska
2. ☐ Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
3. ☐ Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
4. ☐ East Asia and Pacific (e.g., Australia, Japan, Korea)
5. ☐ North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
6. ☐ Sub-Saharan Africa (e.g., Kenya, South Africa)
7. ☐ Western Hemisphere (e.g., Cuba, Honduras, Peru)

GB0224

**24. During the last 12 months, where have you lived most of your active-duty time?**

1. ☐ Aboard ship
2. ☐ Barracks/dorm (including BEQ or BOQ)
3. ☐ Military family housing, on base
4. ☐ Military family housing, off base
5. ☐ Civilian housing you own or pay mortgage on
6. ☐ Military or civilian housing you rent, off base
7. ☐ Other

**In this survey, the definition of "military duties" includes deployments, TDYs/TADs, training, military education, time at sea, and field exercises/alerts.**

GB0225, GB0225SK, Note 9

**25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?**

1. ☐ Yes⇒IF YES, CONTINUE WITH QUESTION 26  
 0. ☐ No⇒IF NO, GO TO QUESTION 29



26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for a least one night because of your military duties?

- |  |  |
|--|--|
| 1. <input checked="" type="checkbox"/> 1 – 2 times | 9. <input checked="" type="checkbox"/> 9 – 10 times      |
| 3. <input checked="" type="checkbox"/> 3 – 4 times | 11. <input checked="" type="checkbox"/> 11 – 12 times    |
| 5. <input checked="" type="checkbox"/> 5 – 6 times | 13. <input checked="" type="checkbox"/> 13 – 24 times    |
| 7. <input checked="" type="checkbox"/> 7 – 8 times | 25. <input checked="" type="checkbox"/> 25 times or more |

GB0227A-J

27. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Assign each of your nights away to only one type of military duty.

	11	10 to 12 months
	8	7 months to less than 10 months
	6	5 months to less than 7 months
	4	3 months to less than 5 months
	2	1 month to less than 3 months
	1	Less than 1 month
	0	None

a. Operation Enduring Freedom...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Peacekeeping or other contingency operation .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Foreign humanitarian assistance mission.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Unit training at combat training center .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Counter drug operations.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Domestic disaster or civil emergency .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Time at sea for scheduled deployments (other than for the above).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Other time at sea (other than for the above).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Joint training/field exercises/alerts (other than for the above).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Military education (other than for the above).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Other TDYs/TADs.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

GB0228

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties? Add up all nights away from your permanent duty station.

- |  |
|--|
| 1. <input checked="" type="checkbox"/> Less than 1 month               |
| 2. <input checked="" type="checkbox"/> 1 month to less than 3 months   |
| 4. <input checked="" type="checkbox"/> 3 months to less than 5 months  |
| 6. <input checked="" type="checkbox"/> 5 months to less than 7 months  |
| 9. <input checked="" type="checkbox"/> 7 months to less than 10 months |
| 11. <input checked="" type="checkbox"/> 10 to 12 months                |

## YOUR WORKPLACE

- If you have been at your current duty location (ship) for one month or more, answer the questions on Workplace for your current duty location (ship), even if you are not permanently stationed at that location.
- Otherwise, answer the questions for the last duty location where you were located for at least a month.

GB0229, Note 10

29. How many months have you completed at your duty location (ship) during your current tour? To indicate ninety-nine or more, enter "99"

--	--

 MONTHS

GB0230

30. Is this location your permanent duty location/ship?

- |  |
|--|
| 1. <input checked="" type="checkbox"/> Yes   |
| 2. <input checked="" type="checkbox"/> No, you are TDY/TAD attending training              |
| 3. <input checked="" type="checkbox"/> No, you are TDY/TAD for reasons other than training |

GB0231A-F

31. Are you currently... Mark "Yes" or "No" for each item.

	1.	0.
	Yes	No
a. A student in a military course?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Serving aboard a ship at sea?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. In the shore part of a ship/shore rotation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. In a work environment where members of your gender are uncommon?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. On a deployment that will keep you away from home for at least 30 consecutive days?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

GB0232

32. What is the gender of your immediate supervisor?

- |   |
|---|
| 1. <input checked="" type="checkbox"/> Male   |
| 2. <input checked="" type="checkbox"/> Female |

GB0233

33. What is the paygrade of your immediate supervisor?

04 <input checked="" type="checkbox"/> E-4 or below	11 <input checked="" type="checkbox"/> W-1	21 <input checked="" type="checkbox"/> O-1/O1E
05 <input checked="" type="checkbox"/> E-5	12 <input checked="" type="checkbox"/> W-2	22 <input checked="" type="checkbox"/> O-2/O2E
06 <input checked="" type="checkbox"/> E-6	13 <input checked="" type="checkbox"/> W-3	23 <input checked="" type="checkbox"/> O-3/O3E
07 <input checked="" type="checkbox"/> E-7	14 <input checked="" type="checkbox"/> W-4	24 <input checked="" type="checkbox"/> O-4
08 <input checked="" type="checkbox"/> E-8	15 <input checked="" type="checkbox"/> W-5	25 <input checked="" type="checkbox"/> O-5
09 <input checked="" type="checkbox"/> E-9		26... <input checked="" type="checkbox"/> O-6 or above
31 <input checked="" type="checkbox"/> Civilian GS-1 to GS-6 (or equivalent)		
32 <input checked="" type="checkbox"/> Civilian GS-7 to GS-11 (or equivalent)		
33 <input checked="" type="checkbox"/> Civilian GS-12 or above (or equivalent)		

**34. Which of the following statements best describes the gender mix of your current workgroup, that is, the people with whom you work on a day-to-day basis.**

1. ☒ All men  
 2. ☒ Almost entirely men  
 3. ☒ More men than women  
 4. ☒ About equal numbers of men and women  
 5. ☒ More women than men  
 6. ☒ Almost entirely women  
 7. ☒ All women

GB0235A-P

**35. To what extent do you agree or disagree with the following statements about your workplace?**

5.....Strongly agree  
 4.....Agree |  
 3.....Neither agree nor disagree | |  
 2.....Disagree | | |  
 1.....Strongly disagree | | | |

- a. I know what is expected of me at work ☒☒☒☒☒  
 b. I have the materials and equipment I need to do my work right ☒☒☒☒☒  
 c. At work, I have the opportunity to do what I do best every day ☒☒☒☒☒  
 d. In the last 7 days, I have received recognition or praise for doing good work ☒☒☒☒☒  
 e. My supervisor, or someone at work, seems to care about me as a person ☒☒☒☒☒  
 f. There is someone at work who encourages my development ☒☒☒☒☒  
 g. At work, my opinions seem to count ☒☒☒☒☒  
 h. The mission/purpose of my Service makes me feel my job is important ☒☒☒☒☒  
 i. My coworkers are committed to doing quality work ☒☒☒☒☒  
 j. I have a best friend at work ☒☒☒☒☒  
 k. In the last 6 months, someone at work has talked to me about my progress ☒☒☒☒☒  
 l. This last year, I have had opportunities at work to learn and to grow ☒☒☒☒☒  
 m. At my workplace, a person's job opportunities and promotions are based only on work related characteristics ☒☒☒☒☒  
 n. My supervisor helps everyone in my workgroup feel included ☒☒☒☒☒  
 o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace ☒☒☒☒☒  
 p. At my workplace, all employees are kept well informed about issues and decisions that affect them ☒☒☒☒☒

**36. Please indicate whether you agree or disagree with the following statements?**

5.....Agree  
 4.....Tend to agree |  
 3.....? | |  
 2.....Tend to disagree | | |  
 1.....Disagree | | | |

- a. My chain of command keeps me informed about important issues ☒☒☒☒☒  
 b. If I make a request through channels in my workgroup, I know somebody will listen ☒☒☒☒☒  
 c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal ☒☒☒☒☒  
 d. I find it very difficult to balance my work and personal responsibilities ☒☒☒☒☒  
 e. Priorities or work objectives are changed so frequently, I have trouble getting my work done ☒☒☒☒☒  
 f. My supervisor encourages people to learn from mistakes ☒☒☒☒☒  
 g. My supervisor has sufficient authority ☒☒☒☒☒  
 h. I believe my Service's core values are clear ☒☒☒☒☒  
 i. Leadership generally understands the problems we face on our jobs ☒☒☒☒☒

GB0237A-L

**37. How much do you agree or disagree with each of the following statements about your immediate supervisor? The term "workgroup" refers to the people with whom you work on a day-to-day basis.**

99  
 5  
 4  
 3  
 2  
 1

Don't know  
 Strongly agree  
 Agree  
 Neither agree nor disagree  
 Disagree  
 Strongly disagree

- a. **Handling the technical-skills part of the job** (fully understands the capabilities and limitations of equipment in the workgroup; demonstrates knowledge of tactical skills).....☒☒☒☒☒☒  
 b. **Handling the people-skills part of the job** (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals).....☒☒☒☒☒☒  
 c. **Handling the conceptual-skills part of the job** (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems) .....☒☒☒☒☒☒

**Strongly disagree =**

1

Strongly disagree = 1

1 \_\_\_\_\_ **Strongly disagree** | | | |

### 39. Continued

- 5.....Strongly agree  
4.....Agree |  
3.....Neither agree nor disagree | |  
2.....Disagree | | |  
1.....Strongly disagree | | | |

#### THE WORK YOU DO

- g. Your work provides you with a sense of pride. ☐ ☐ ☐ ☐ ☐ ☐
- h. Your work makes good use of your skills. ☐ ☐ ☐ ☐ ☐ ☐
- i. Your present assignment is good for your military career. ☐ ☐ ☐ ☐ ☐ ☐
- j. You like the kind of work you do. ☐ ☐ ☐ ☐ ☐ ☐
- k. Your job gives you the chance to acquire valuable skills. ☐ ☐ ☐ ☐ ☐ ☐
- l. You are satisfied with your job as a whole ☐ ☐ ☐ ☐ ☐ ☐

GB0240A-J

**40. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors?**

- 5.....Very often  
4.....Often |  
3.....Sometimes | |  
2.....Once or twice | | |  
1.....Never | | | |

- a. An angry tone of voice ☐ ☐ ☐ ☐ ☐ ☐
- b. Avoiding you ☐ ☐ ☐ ☐ ☐ ☐
- c. Making you look bad ☐ ☐ ☐ ☐ ☐ ☐
- d. Yelling or raising one's voice ☐ ☐ ☐ ☐ ☐ ☐
- e. Withholding information from you ☐ ☐ ☐ ☐ ☐ ☐
- f. Swearing directed at you ☐ ☐ ☐ ☐ ☐ ☐
- g. Talking about you behind your back ☐ ☐ ☐ ☐ ☐ ☐
- h. Insulting, criticizing you (including sarcasm) ☐ ☐ ☐ ☐ ☐ ☐
- i. Said offensive or crude things about you ☐ ☐ ☐ ☐ ☐ ☐
- j. Flaunting status or power over you ☐ ☐ ☐ ☐ ☐ ☐

#### MENTORING

GB0241, GB0241SK Note 1.1

**41. In your opinion, have you ever had a mentor?**

1. ☒ Yes, you have one now.
2. ☒ Yes, you had one, but you don't have one now.
3. ☒ No, but you would have liked one. GO TO QUESTION 45
4. ☒ No, and you never wanted one. GO TO QUESTION 45
5. ☒ No, and you don't know what a mentor is. GO TO QUESTION 45

GB0242

**42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)? MARK ONE.**

1. ☒ A commissioned officer
2. ☒ A warrant officer
3. ☒ An NCO/petty officer
4. ☒ A junior enlisted Service member
5. ☒ A DoD civilian
6. ☒ Other (Please specify below.)

GB0242SP Note 1.2

Please print.

GB0243

**43. Is your current mentor (or was your most recent mentor)...? MARK ONE.**

1. ☒ Your rater
2. ☒ Your senior rater
3. ☒ A person who is/was higher in rank than you, but not your rater or your senior rater
4. ☒ A person who is/was at your same rank
5. ☒ A person who is/was lower in rank than you
6. ☒ A person who is not or was not in the military at the time the mentoring was provided

GB0244A-P

**44. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? MARK RESPONSE TO EACH.**

- 5.....Extremely helpful
- 4.....Very helpful
- 3.....Moderately helpful
- 2.....Slightly helpful
- 1.....Not at all helpful-
- 72.....Not provided

- a. Teaches job skills ..... ☐ ☐ ☐ ☐ ☐ ☐
- b. Gives feedback on your job performance..... ☐ ☐ ☐ ☐ ☐ ☐
- c. Assigns challenging tasks ..... ☐ ☐ ☐ ☐ ☐ ☐
- d. Helps develop your skills/competencies for future assignment ..... ☐ ☐ ☐ ☐ ☐ ☐
- e. Provides support and encouragement..... ☐ ☐ ☐ ☐ ☐ ☐
- f. Provides personal and social guidance ..... ☐ ☐ ☐ ☐ ☐ ☐
- g. Provides career guidance ..... ☐ ☐ ☐ ☐ ☐ ☐
- h. Demonstrates trust ..... ☐ ☐ ☐ ☐ ☐ ☐
- i. Acts as a role model ..... ☐ ☐ ☐ ☐ ☐ ☐
- j. Protects you ..... ☐ ☐ ☐ ☐ ☐ ☐
- k. Invites you to observe activities at his/her level..... ☐ ☐ ☐ ☐ ☐ ☐
- l. Instills Service core values ..... ☐ ☐ ☐ ☐ ☐ ☐
- m. Provides moral/ethical guidance ..... ☐ ☐ ☐ ☐ ☐ ☐
- n. Teaches/advises on organizational politics ..... ☐ ☐ ☐ ☐ ☐ ☐
- o. Provides sponsorship/contacts to advance your career..... ☐ ☐ ☐ ☐ ☐ ☐
- p. Assists in obtaining future assignments..... ☐ ☐ ☐ ☐ ☐ ☐

## READINESS, HEALTH, AND WELL-BEING

GB0245

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

5. ☐ Very well prepared    2. ☐ Poorly prepared  
 4. ☐ Well prepared    1. ☐ Very poorly prepared  
 3. ☐ Neither well nor poorly prepared

GB0246

46. How well prepared are you physically to perform your wartime job?

5. ☐ Very well prepared    2. ☐ Poorly prepared  
 4. ☐ Well prepared    1. ☐ Very poorly prepared  
 3. ☐ Neither well nor poorly prepared

GB0247

47. Not including injuries how many days in the past 12 months have you been too sick to do your job?

0. ☐ 0    13. ☐ 11 – 15 days  
 3. ☐ 1 – 5 days    18. ☐ 16 – 20 days  
 8. ☐ 6 – 10 days    21. ☐ 21 or more days

GB0248

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

0. ☐ 0    13. ☐ 11 – 15 days  
 3. ☐ 1 – 5 days    18. ☐ 16 – 20 days  
 8. ☐ 6 – 10 days    21. ☐ 21 or more days

GB0249

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

0. ☐ 0    13. ☐ 11 – 15 days  
 3. ☐ 1 – 5 days    18. ☐ 16 – 20 days  
 8. ☐ 6 – 10 days    21. ☐ 21 or more days

GB0250A-D

50. How true or false is each of the following statements for you? *Please mark one answer for each statement.*

4. \_\_\_\_\_ Definitely true  
 3. \_\_\_\_\_ Mostly true |  
 2. \_\_\_\_\_ Mostly false |  
 1. \_\_\_\_\_ Definitely false |
- a. I am as healthy as anybody I know ☐ ☐ ☐ ☐
- b. I seem to get sick a little easier than other people ☐ ☐ ☐ ☐
- c. I expect my health to get worse ☐ ☐ ☐ ☐
- d. My health is excellent ☐ ☐ ☐ ☐

GB0251A-D

51. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Please mark one answer for each statement.*

4. \_\_\_\_\_ All or most of the time  
 3. \_\_\_\_\_ A good bit of the time |  
 2. \_\_\_\_\_ Some of the time | |  
 1. \_\_\_\_\_ Little or none of the time | | |
- a. Cut down on the amount of time you spent on work or other activities ☐ ☐ ☐ ☐
- b. Accomplished less than you would like ☐ ☐ ☐ ☐
- c. Were limited in the kind of work or other activities you do ☐ ☐ ☐ ☐
- d. Had difficulty performing the work or other activities you do (for example, it took extra effort) ☐ ☐ ☐ ☐

GB0252A-C

52. How much time during the past 4 weeks have you had any of the following problems with your work or other regular activities as a result of emotional problems (such as feeling depressed or anxious)? *Please mark one answer for each statement.*

4. \_\_\_\_\_ All or most of the time  
 3. \_\_\_\_\_ A good bit of the time |  
 2. \_\_\_\_\_ Some of the time | |  
 1. \_\_\_\_\_ Little or none of the time | | |
- a. Cut down on the amount of time you spent on work or other activities ☐ ☐ ☐ ☐
- b. Accomplished less than you would like ☐ ☐ ☐ ☐
- c. Didn't do work or other activities as carefully as usual ☐ ☐ ☐ ☐

GB0253A-E

53. How much time during the past 4 weeks have you ... *Please mark one answer for each statement.*

4. \_\_\_\_\_ All or most of the time  
 3. \_\_\_\_\_ A good bit of the time |  
 2. \_\_\_\_\_ Some of the time | |  
 1. \_\_\_\_\_ Little or none of the time | | |
- a. Felt calm and peaceful ☐ ☐ ☐ ☐
- b. Been a very nervous person ☐ ☐ ☐ ☐
- c. Felt so down in the dumps that nothing could cheer you up ☐ ☐ ☐ ☐
- d. Felt downhearted and blue ☐ ☐ ☐ ☐
- e. Been a happy person ☐ ☐ ☐ ☐

## GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GB0254A-1, GB0254LS, Note 13

**54. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? Mark only one answer for each statement.**

3.....Yes, and your gender was a factor

2.....Yes, but your gender was NOT a factor |

1.....No, or does not apply | |

- |  |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|
| a. You were rated lower than you deserved on your last evaluation  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Your last evaluation contained unjustified negative comments  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. You were held to a higher performance standard than others  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You did not get an award or decoration given to others in similar circumstances   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Your current assignment has not made use of your job skills   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Your current assignment is not good for your career if you continue in the military                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. You did not learn-until it was too late-of opportunities that would have helped your career                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. You were unable to get straight answers about your promotion possibilities  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You were excluded from social events important to career development and being kept informed                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. You did not get a job assignment that you wanted and for which you were qualified   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women?              |                          |                          |                          |

**NO                      YES**

☐ 0                      ☐ ...1

- |  |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|
| n. Have you had any other adverse personnel actions in the past 12 months? (If "Yes," please specify below.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--|--------------------------|--------------------------|--------------------------|

GB0254SP, Coding Note 14

Please print.

GB0255A-S, GB0255CN, Note 15

**55. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.**

**How often during the past 12 months have you been in situations involving**

• Military Personnel

- on- or off-duty
- on- or off-installation or ship; and/or

• Civilian Employees and/or Contractors

- In your workplace or on your installation/ship

where one or more of these individuals (of either gender) . . .

4.....Very Often

3.....Often |

2.....Sometimes | |

1.....Once or twice | | |

0.....Never | | | |

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Repeatedly told sexual stories or jokes that were offensive to you?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Referred to people of your gender in insulting or offensive terms?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Put you down or was condescending to you because of your gender?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No?"   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## 55. Continued

4.....Very Often  
 3.....Often  
 2.....Sometimes  
 1.....Once or twice  
 0.....Never

- m. Touched you in a way that made you feel uncomfortable? ☐☐☐☐☐☐
- n. Made unwanted attempts to stroke, fondle, or kiss you? ☐☐☐☐☐☐
- o. Treated you badly for refusing to have sex? ☐☐☐☐☐☐
- p. Implied faster promotions or better treatment if you were sexually cooperative? ☐☐☐☐☐☐
- q. Attempted to have sex with you without your consent or against your will, but was not successful? ☐☐☐☐☐☐
- r. Had sex with you without your consent or against your will? ☐☐☐☐☐☐
- s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.) ☐☐☐☐☐☐

GB0255SP, Note 16

Please print.

GB0256, GB0256SK, Note 17

**56. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?**

0. ☒ None were sexual harassment⇒CONTINUE WITH QUESTION 57
1. ☒ Some were sexual harassment; some were not sexual harassment⇒CONTINUE WITH QUESTION 57
2. ☒ All were sexual harassment⇒CONTINUE WITH QUESTION 57
61. ☒ Does not apply—I marked "Never" to every item in Question 55⇒GO TO QUESTION 76

**One Situation with the Greatest Effect**

GB0257A-S

**57. Think about the situations(s) you experienced during the past 12 months that involved the behaviors you marked in Question 55. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.**

## 57. Continued

**What did the person(s) do during this situation?  
 Mark one answer for each behavior.**

Did this 1  
 Did not do this 0

- a. Repeatedly told sexual stories or jokes that were offensive to you? ☐☐
- b. Referred to people of your gender in insulting or offensive terms? ☐☐
- c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? ☐☐
- d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? ☐☐
- e. Made offensive remarks about your appearance, body, or sexual activities? ☐☐
- f. Made gestures or used body language of a sexual nature that embarrassed or offended you? ☐☐
- g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? ☐☐
- h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? ☐☐
- i. Put you down or was condescending to you because of your gender? ☐☐
- j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No?" ☐☐
- k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? ☐☐
- l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? ☐☐
- m. Touched you in a way that made you feel uncomfortable? ☐☐
- n. Made unwanted attempts to stroke, fondle, or kiss you? ☐☐
- o. Treated you badly for refusing to have sex?
- p. Implied faster promotions or better treatment if you were sexually cooperative? ☐☐
- q. Attempted to have sex with you without your consent or against your will, but was not successful? ☐☐
- r. Had sex with you without your consent or against your will? ☐☐
- s. Other unwanted gender-related behavior? (If you mark "Did this," please describe below.) ☐☐

GB0257SP, Note 18

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you – Question 57.

GB0258A-F

58. To what degree was this situation . . .

4 ..... Extremely  
3 ..... Very  
2 ..... Moderately  
1 ..... Slightly  
0 ..... Not at all

- Annoying?
- Offensive?
- Disturbing?
- Threatening?
- Embarrassing?
- Frightening?


GB0259A-D

59. Where and when did this situation occur?

3 ..... All of it  
2 ..... Most of it  
1 ..... Some of it  
0 ..... None of it

- At a military installation
- At work (the place where you perform your military duties)
- During duty hours
- In the local community around an installation


GB0260

60. What was the gender of the person(s) involved?

- ☐ Male
- ☐ Female
- ☐ Both males and females were involved
- ☐ Gender unknown

GB0261A-N

61. Was the person(s) involved... Mark "Yes" or "No" for each.

1 Yes 0 No

- Your immediate military supervisor?
- Your immediate civilian supervisor?
- Your unit commander?
- Other military person(s) of higher rank/grade than you?
- Other civilian employee(s) of higher rank/grade than you?
- Your military coworker(s)?
- Your civilian coworker(s)?
- Your military subordinate(s)?
- Your civilian subordinate(s)?
- Your military training instructor?
- Your civilian training instructor?
- Other military person(s)?
- Other civilian person(s)?
- Other or unknown person(s)


GB0262

62. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once
- ☐ Occasionally
- ☐ Frequently
- ☐ Almost every day
- ☐ More than once a day

GB0263

63. How long did this situation last, or if continuing, how long has it been going on?

- ☐ Less than 1 week
- ☐ 1 week to less than 1 month
- ☐ 1 month to less than 3 months
- ☐ 3 months to less than 6 months
- ☐ 6 months to less than 9 months
- ☐ 9 months to less than 12 months
- ☐ 12 months or more

GB0264

64. Is the situation still going on?

- ☐ Yes
- ☐ No

GB0265A-R

65. To what extent did you ...

4 ..... Very large extent  
3 ..... Large extent  
2 ..... Moderate extent  
1 ..... Small extent  
0 ..... Not at all

- Try to avoid the person(s) who bothered you?
- Try to forget it?
- Tell the person(s) you didn't like what he or she was doing?
- Stay out of the person's or persons' way?
- Tell yourself it was not really important?
- Talk to some of your family about the situation?
- Talk to some of your coworkers about the situation?
- Talk to some of your friends about the situation?
- Talk to a chaplain or counselor about the situation?
- Try to avoid being alone with the person(s)?
- Tell the person(s) to stop?
- Just put up with it?
- Ask the person(s) to leave you alone?
- Blame yourself for what happened?
- Assume the person(s) meant well?
- Pray about it?
- Pretend not to notice, hoping the person(s) would leave you alone?
- Do something else in response to the situation? (Please specify below.)




**66. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.**

- |  | 1<br>Yes                 | 0<br>No                  |
|--|--------------------------|--------------------------|
| a. Your immediate supervisor   | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Someone else in your chain-of-command (including your commanding officer)   | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Supervisor(s) of the person(s) who did it   | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Other installation/Service/DoD person or office with responsibility for follow-up   | <input type="checkbox"/> | <input type="checkbox"/> |

GB0267, GB0267SK, Note 20

**67. Did you answer "Yes" to at least one item in Question 66?**

1. ☐ Yes⇒IF YES, CONTINUE WITH QUESTION 68  
 0. ☐ No⇒IF NO, GO TO QUESTION 74

GB0268A-E

**68. What actions were taken in response to your report? ? Mark "Yes," "No," or "Don't know" for each.**

- |   | 99<br>Don't know         | 0<br>No                  | 1<br>Yes                 |
|---|--------------------------|--------------------------|--------------------------|
| a. Person(s) who bothered you was/were talked to about the behavior.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Your complaint was/is being investigated.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. You were encouraged to drop the complaint.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.). | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. No action was taken.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

GB0269A-E

**69. How satisfied are you with the following aspects of the reporting process?**

- |   | 5<br>Very satisfied      | 4<br>Satisfied           | 3<br>Neither satisfied nor dissatisfied | 2<br>Dissatisfied        | 1<br>Very dissatisfied   |
|---|--------------------------|--------------------------|---|--------------------------|--------------------------|
| a. Availability of information about how to file a complaint                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Treatment by personnel handling your complaint                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Amount of time it took/is taking to resolve your complaint               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> |
| d. How well you are/were kept informed about the progress of your complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Degree to which your privacy is/was being protected                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> |

GB0270, GB0270SK, Note 21

**70. Is the action still being processed?**

1. ☐ Yes⇒IF YES, GO TO QUESTION 73  
 0. ☐ No⇒IF NO, CONTINUE WITH QUESTION 71

GB0271A-H

**71. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.**

- |   | 99<br>Don't know         | 0<br>No                  | 1<br>Yes                 |
|---|--------------------------|--------------------------|--------------------------|
| a. They found your complaint to be <u>true</u>                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. They found your complaint to be <u>untrue</u>                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. They were unable to determine whether your complaint was true or not | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. The outcome of your complaint was explained to you                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. The situation was corrected  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Some action was taken against the person(s) who bothered you         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Nothing was done about the complaint                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Action was taken against you   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

GB0272

**72. How satisfied were you with the outcome of your complaint?**

5. ☐ Very satisfied  
 4. ☐ Satisfied  
 3. ☐ Neither satisfied nor dissatisfied  
 2. ☐ Dissatisfied  
 1. ☐ Very dissatisfied

*If you were dissatisfied/very dissatisfied with the outcome of your complaint, please specify why below.*

GB0272SP, Note 22.  
Please print.

GB0273, GB0273SK, Note 23

**73. Did you report all of the behaviors you marked in Question 55 to one of the installation/Service/DoD individuals or organizations listed in Question 66?**

1. ☐ Yes⇒IF YES, GO TO QUESTION 75  
 0. ☐ No⇒IF NO, CONTINUE WITH QUESTION 74

GB0274A-S

**74. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations in Question 66? Mark "Yes" or "No" for each.**

- |  | 1<br>Yes                 | 0<br>No                  |
|--|--------------------------|--------------------------|
| a. Was not important enough to report                        | <input type="checkbox"/> | <input type="checkbox"/> |
| b. You did not know how to report                            | <input type="checkbox"/> | <input type="checkbox"/> |
| c. You felt uncomfortable making a report                    | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You took care of the problem yourself                     | <input type="checkbox"/> | <input type="checkbox"/> |
| e. You talked to someone informally in your chain-of-command | <input type="checkbox"/> | <input type="checkbox"/> |
| f. You did not think anything would be done if you reported  | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You thought you would not be believed if you reported     | <input type="checkbox"/> | <input type="checkbox"/> |
| h. You thought your coworkers would be angry if you reported | <input type="checkbox"/> | <input type="checkbox"/> |
| i. You wanted to fit in                                      | <input type="checkbox"/> | <input type="checkbox"/> |

	1	0
	Yes	No
j. You thought reporting would take too much time and effort	<input type="checkbox"/>	<input type="checkbox"/>
k. You thought you would be labeled a troublemaker if you reported	<input type="checkbox"/>	<input type="checkbox"/>
l. A <u>peer</u> talked you out of making a formal complaint	<input type="checkbox"/>	<input type="checkbox"/>
m. A <u>supervisor</u> talked you out of making a formal complaint	<input type="checkbox"/>	<input type="checkbox"/>
n. You did not want to hurt the person's or persons' feelings, family, or career	<input type="checkbox"/>	<input type="checkbox"/>
o. You thought your performance evaluation or chance for promotion would suffer if you reported	<input type="checkbox"/>	<input type="checkbox"/>
p. You were afraid of retaliation from the <u>person(s) who did it</u>	<input type="checkbox"/>	<input type="checkbox"/>
q. You were afraid of retaliation or reprisals from <u>friends/associates of the person(s) who did it</u>	<input type="checkbox"/>	<input type="checkbox"/>
r. You were afraid of retaliation or reprisals from <u>your supervisors or chain-of-command</u>	<input type="checkbox"/>	<input type="checkbox"/>
s. Some other reason	<input type="checkbox"/>	<input type="checkbox"/>

GB0275A-I

**75. Sometimes people may have problems at work after a situation like the one you experienced. Did any of the following things happen as a result of the situation or how you responded to it? Mark "Yes," "No," or "Don't know" for each.**

99.....Don't know  
0.....No |  
1.....Yes | |

a. You were ignored or shunned by others at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You were blamed for the situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. People gossiped about you in an unkind or negative way	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You lost perks/privileges that you had before	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were given less favorable job duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were denied an opportunity for training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You were given an unfair job performance evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You were unfairly disciplined	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You were denied a promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You were transferred to a less desirable job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You were unfairly demoted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You were mistreated in some other way	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### OTHER WORKPLACE EXPERIENCES

The following items describe situations that sometimes happen in the workplace. What do you think would happen at your duty station in situations like these?

GB0276A-I

**76. Suppose that a coworker at your duty station were to talk a lot at work about sex, trying to get others to talk about it, too. Mark if you "agree" or "disagree" with each of the following statements.**

5.....Strongly agree  
4.....Agree |  
3.....Neither agree nor disagree | |  
2.....Disagree | | |  
1.....Strongly disagree | | | |

**If a coworker at your duty station were to do this . . .**

a. Others in the unit would not care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The coworker would get in trouble with his or her supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Others in the unit would tell the coworker to stop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Leadership would ignore it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If another coworker were to complain about this . . .**

e. The complaint would be taken seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would be risky for the person making the complaint.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Some corrective action would be taken.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Other coworkers would treat the person who made the complaint badly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. The complaint would be ignored.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

GB0277A-I

**77. Suppose a coworker at your duty station were to keep asking others for dates even after they have made it clear that they are not interested. Mark if you "agree" or "disagree" with each of the following statements.**

5.....Strongly agree  
4.....Agree |  
3.....Neither agree nor disagree | |  
2.....Disagree | | |  
1.....Strongly disagree | | | |

**If a coworker at your duty station were to do this . . .**

a. Others in the unit would not care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The coworker would get in trouble with his or her supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Others in the unit would tell the coworker to stop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Leadership would ignore it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If another coworker were to complain about this . . .**

e. The complaint would be taken seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would be risky for the person making the complaint.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Some corrective action would be taken.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Other coworkers would treat the person who made the complaint badly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. The complaint would be ignored.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

78. Suppose a supervisor at your duty station were to suggest that the way to get along and get good assignments is to be sexually cooperative to him/her. Mark if you "agree" or "disagree" with each of the following statements.

5.....Strongly agree  
4.....Agree |  
3.....Neither agree nor disagree | |  
2.....Disagree | | |  
1.....Strongly disagree | | | |

If a supervisor at your duty station were to do this . . .

- a. Others in the unit would not care. ☐☐☐☐☐  
b. The supervisor would get in trouble with his or her supervisor. ☐☐☐☐☐  
c. Others in the unit would tell the supervisor to stop. ☐☐☐☐☐  
d. Leadership would ignore it. ☐☐☐☐☐

If a coworker were to complain about this . . .

- e. The complaint would be taken seriously. ☐☐☐☐☐  
f. It would be risky for the person making the complaint. ☐☐☐☐☐  
g. Some corrective action would be taken. ☐☐☐☐☐  
h. Other coworkers would treat the person who made the complaint badly. ☐☐☐☐☐  
i. The complaint would be ignored. ☐☐☐☐☐

## PERSONNEL POLICY AND PRACTICES

79. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

99.....Don't know  
0.....No |  
1.....Yes | |

- a. Senior leadership of my Service ☐☐☐☐☐  
b. Senior leadership of my installation/ship ☐☐☐☐☐  
c. My immediate supervisor ☐☐☐☐☐

80. Have you had any training during the past 12 months on topics related to sexual harassment?

1. ☐ Yes⇒IF YES, CONTINUE WITH QUESTION 81  
0. ☐ No⇒IF NO, GO TO QUESTION 83

81. In the past 12 months, how many times have you had training on topics related to sexual harassment? To indicate "9" or more, enter "9"

HOURS

82. My Service's training . . . Mark if you "agree" or "disagree" with each of the following statements.

5.....Strongly agree  
4.....Agree |  
3.....Neither agree nor disagree | |  
2.....Disagree | | |  
1.....Strongly disagree | | | |

- a. Provides a good understanding of what words and actions are considered sexual harassment. ☐☐☐☐☐  
b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole. ☐☐☐☐☐  
c. Teaches that sexual harassment makes it difficult for individual Service members to perform their duties. ☐☐☐☐☐  
d. Identifies behaviors that are offensive to others and should not be tolerated. ☐☐☐☐☐  
e. Gives useful tools for dealing with sexual harassment. ☐☐☐☐☐  
f. Makes you feel it is safe to complain about unwanted, sex-related attention. ☐☐☐☐☐  
g. Provides information about policies, procedures, and consequences of sexual harassment. ☐☐☐☐☐

83. To what extent is/are...

4.....Very large extent  
3.....Large extent |  
2.....Moderate extent | |  
1.....Small extent | | |  
0.....Not at all | | | |

## IN YOUR UNIT/WORKGROUP

- a.. Policies forbidding sexual harassment publicized? ☐☐☐☐☐  
b. Complaint procedures related to sexual harassment publicized? ☐☐☐☐☐  
c. Complaints about sexual harassment taken seriously no matter who files them? ☐☐☐☐☐  
d. Enlisted members required to attend formal sexual harassment training? ☐☐☐☐☐  
e. Officers required to attend formal sexual harassment training? ☐☐☐☐☐  
f. Leaders consistently model respectful behavior to both male and female personnel? ☐☐☐☐☐  
g. Male supervisors asking female officers or NCOs/petty officers from other workgroups to "deal with" problems involving female subordinates? ☐☐☐☐☐

- h. Policies forbidding sexual harassment publicized? ☐ ☐ ☐ ☐ ☐
- i. Complaint procedures related to sexual harassment publicized? ☐ ☐ ☐ ☐ ☐
- j. Complaints about sexual harassment taken seriously no matter who files them? ☐ ☐ ☐ ☐ ☐
- k. There a specific office with the authority to investigate sexual harassment complaints? ☐ ☐ ☐ ☐ ☐
- l. Enlisted members required to attend formal sexual harassment training? ☐ ☐ ☐ ☐ ☐
- m. Officers required to attend formal sexual harassment training? ☐ ☐ ☐ ☐ ☐
- n. Leaders consistently model respectful behavior to both male and female personnel? ☐ ☐ ☐ ☐ ☐

o. An advice/hotline available for reporting sexual harassment complaints? ☐ ☐ ☐ ☐ ☐

88. Would you like to know the results of this survey? *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.*

[illegible]

89. On what date did you complete this survey?

Y	Y	Y	Y	M	M	D	D
---	---	---	---	---	---	---	---

**90. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how do to so is available through your command Equal Opportunity or Civil Rights Office.**

[illegible]

**84. Do you think sexual harassment is more of a problem inside the military or more of a problem outside the military?**

- 3 ☒ More of a problem inside the military  
1 ☒ More of a problem outside the military  
2 ☒ Same/no difference

**85. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?**

- 1 ☐ Less of a problem today  
2 ☐ About the same as 4 years ago  
3 ☐ More of a problem today

86. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?

- 71 ☐ Don't know, you have been in the military less than 4 years
- 1 ☐ Less of a problem today
- 2 ☐ About the same as 4 years ago
- 3 ☐ More of a problem today

**87. In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?**

71. ☒ Don't know, you have been in the military less than 4 years
1. ☒ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often

## **APPENDIX D**

### **CODING SCHEME FOR THE STATUS OF THE ARMED FORCES SURVEYS FORM 2002GB – WORKPLACE AND GENDER RELATIONS**



## **APPENDIX D: Coding Scheme for the STATUS OF THE ARMED FORCES SURVEYS FORM 2002GB – Workplace and Gender Relations**

The guiding premise of coding this and other DMDC surveys is that the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data only for immediate use or to answer one question. Different people, both at DMDC and other organizations (government, academic, and private-sector), analyze DMDC datasets repeatedly over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how the data are coded and the limitations of the data. This appendix describes (a) variable naming conventions, (b) how data are captured from the survey instrument, and (c) the edit process to create survey response variables for the analysis file.

### ***Variable Naming***

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic could be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey of active duty members members in 1999 and in an exit survey in 2000. Conventions discussed below are being used as a means for facilitating such analyses.

### ***Non-survey-derived Variables***

Variable names for non-survey-derived variables tend to be character strings that aid in remembering the meanings of the variables. Two important conventions were used in naming variables.

A variable name from DMDC record files was used only if the data, values, and value labels were identical to those from an official DMDC data file. When data were added to an analysis file unchanged from record data, the same variable name, values, and value labels were used. For example, SERVICE is a field in the ADMF and RCCPDS that indicates the member's service; since the variable in the survey data file is identical to that in the record data from the month that the sample was drawn, the same variable name and labels were used. In contrast, the variable CSERVICE has slightly different values and value labels, and consequently was given a variable name that is not used in the official records so as not to confuse analysts who work routinely with record data.

Beginning a variable name with "X" indicates it is a special crossing (marginal) variable for key analyses. "X variables" typically involve using record data to impute values for missing data in survey items. X variables may also require collapsing or recoding to missing is performed to preserve confidentiality of respondents. (See Appendix I for the programming that was used to compute X variables.)

## Survey-derived Variables

Identical demographic items are used across many DMDC surveys. Each time these items are used, identical variable names and values are used. The variable names for this group of demographic items start with “SR” (mnemonic for self reported). The following items in this survey fall into this category: SRSEX (for gender), SRED (for education), SRRACEA-F (for race) and SRHISP (for Hispanic ethnicity). COMMENT (for a flag indicating if a comment has been entered) and SRDATE (for the date the survey was completed) are other standard variables across DMDC surveys.

Variable names for items that are not standardized across DMDC surveys start with 1 or 2 letters to represent the survey, followed by 2 digits to represent the year the data are gathered, and end with 4 or 5 numbers/letters corresponding to the survey questionnaire item. Because of how sorting is done, leading zeros are used so items are ordered from 01 through 99. Typically, the last one or two of the 4 or 5 item-number digits are either not used or contain letter(s) representing one of the sub-items within the question. The basic naming conventions are implemented as follows for Form 2002GB:

- The first and second positions are “GB” for the basic variables<sup>1</sup> for items appearing in Form GB.
- The third and fourth characters after the GB are “02” to indicate these data came from a survey in 2002.
- The fifth and sixth characters are item numbers in the survey from 02 through 90.
- Letters following the numbers for multi-part items usually represent the sub-item. The exceptions, summarized here, are further explained in Table D-3:
  - Specify flags (ending in a “SP”) represent whether information has been written in a specify box. For example, when respondents to this survey indicate on Question 42 that they had some other type of mentor, they are directed to specify the other type in the write-in area. GB0242SP is a flag variable indicating whether text was entered in the write-in area, and whether the presence of text in this area is consistent with how the basic question was answered. The specify flags for short write-ins are verified by visual inspection whenever the scan-editing program detects something in the specify boxes. Certain types of entries are ignored: (1) unintelligible entries like lines, squiggles, or multiple XXXs; and (2) negative replies like, *nothing*, *none*, *no*, *NA*, and *not applicable*.
  - Skip pattern flags (ending in “SK”) represent data quality for questions directing respondents to skip later questions if they respond to a question in a certain way. For example, if respondents to this survey indicate on Question 20 that they do not have children aged 10 or older with whom they talk about careers, jobs, and education, then

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<sup>1</sup> While most final edited variables start with G, variables may also start with a “U” to indicate that they are not edited for skip pattern consistency or an “R” to indicate that they have been recoded from the basic variable.



respondents are directed to skip Questions 21 and 22. GB0220SK is a flag variable indicating if Questions 21 and 22 are answered consistently with the skip directions.

- Consistency flags (ending in “CN”) represent data quality for certain questions for which consistency can be unambiguously compared. For example, if respondents to this survey indicate on Question 8 that they have 10 years of service, it would be inconsistent to say in Question 13 that they will complete anything less than 10 years of service. GB0213CN is a flag variable indicating if Questions 8 and 13 are answered consistently.

### ***Value Coding and Formats***

Datasets were prepared as SAS<sup>2</sup> system files. An OS or flat file version of the public release file was then prepared from the SAS system file. This section describes how values were treated in creating the SAS system files and notes any differences in the flat file.

In the SAS system files, variables were declared as numeric unless they contained true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can be done only with variables that are declared as numeric. Values for alphabetic variables were input with \$CHARww. formats to preserve leading, embedded, and trailing blanks.

### ***Raw-Data Encoding Process***

The survey forms were processed with image scanning and intelligent character recognition (ICR) technology. After an optical image was made of each page of the survey, a computer program compared each optical image to a template.

- The software assigned codes to fields created for the survey items.
- The software flagged any item that would result in an error code (for missing or multiple response) rather than a valid response code.
- Intelligent character recognition software was used with the template to resolve entries in boxes such as those provided for Question 8. The software flagged for onscreen determination any entries in boxes that could not be resolved with a high degree of certainty.

The surveys were then edited by a person who would see an image of the survey pages on a computer monitor. Each problem item flagged by the computer was highlighted on the screen. If the editor could not determine the correct response to problem-flagged items, then the paper form was pulled and the editor checked it. The editor also typed the text of all the short specify items during this pass.<sup>3</sup> Through this stage, each item was evaluated individually and codes were assigned according to only what was marked in a single item. These codes are based on the

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<sup>2</sup> SAS is a trademark of the SAS Institute, Inc.

<sup>3</sup> The long comment item at the end of the questionnaire was keyed in a separate process. The comments data are confidential to preserve privacy and are not merged into the returns dataset.

position of mark(s) in only one item and are found on the annotated form in Appendix C. The resulting file was then transferred to DRC programmer/analysts for validation and creation of the returns datasets.

Data cleaning and editing can be thought of as occurring in five coding steps. In practice, these steps may not be strictly linear, nor neatly match the processing steps discussed above. However, they are a convenient framework to understand the meaning of the codes.

1. Each response is coded with one of three types of standard codes: valid response option value (see Coding Annotation of the survey form in Appendix C), no response (-9), or multiple-response error (-8).
2. Specify flag variables are created, and codes are assigned to indicate if respondents wrote in responses correctly where fill-in boxes were used.
3. Skip flag variables are created, and codes are assigned to indicate if respondents completed the skip pattern correctly.
4. Special codes for valid skips are assigned to variables within skip patterns using a “forward coding” process.
5. Text code variables are created, and codes are assigned based on the content coding of the text entries.

In the coding sequence, coding in the third and later steps builds on prior steps and usually involves values in multiple items to resolve edits.

The next sections discuss the assignment of missing value codes, the special treatment of data variables, and the editing of skip patterns during steps 3 and 4.

### ***Missing Data Codes***

The instructions used to assign missing data codes and other special codes are shown in five tables. In these tables, the value labels associated with each assigned code are shown in italicized text. These are the SAS format labels used in the SAS dataset.

- Table D-1 contains basic SAS and flat file missing data codes.
- Table D-2 contains SAS and flat file missing data codes for dates.
- Table D-3 contains standard coding notes for flag variables.
- Table D-4 contains SAS and flat file special not-applicable codes.
- Table D-5 provides special coding notes for items involving skip patterns or other non-obvious coding.

The codes presented in Table D-1 are general missing data codes that have been adopted in recent years for use on DMDC surveys. (Standards for date variables are in Table D-2.) Both tables have separate columns for values used for SAS system files and flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file codes differ from the SAS codes because SAS implements special missing codes and formats that may not be compatible with other statistical analysis software such as SPSS<sup>4</sup>.

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<sup>4</sup> SPSS is a trademark of SPSS Inc.

Table D-1  
**Basic SAS and Flat File Missing Data Codes**

SAS File		Flat File		Description
Numeric	Alpha	Numeric	Alpha	
.	.	-9	.	<i>No response (Missing)</i>
.A	.A	-8	.A	<i>Multiple response error</i>
.O	.O	-7	.O	<i>Out-of-range error</i>
.N	.N	-6	.N	<i>Not applicable (valid skip)</i>
.F	.F	-5	.F	<i>Variable not on survey form.</i> This value is reserved for multiple form surveys. (Not used for this survey.)
.I	.I	-4	.I	<i>Incomplete grid error or illegible.</i> Used when the meaning or content of the respondent's answer could not be determined.
.G	.G	-3	.G	<i>No match on official records.</i> Reserved for use on surveys that cannot be matched back to original records. (Not used for this survey.)
.M	.M	-2	.M	<i>Missing continuation.</i> Respondent's answer to this item is inconsistent with his/her answering items in a skip pattern started with this item.
.B	.B	-1	.B	<i>Blank/no survey.</i> Filler values for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.
99	DK	99	DK	<i>Don't know*</i>

*Notes.* \*Use of 'Don't know' as a response is not exactly missing data. It is, however, given special treatment because it lacks precision and is *sometimes* excluded when calculating percentages. If an analyst decides to exclude this response when calculating percentages, it should be re-coded as missing. Also, it is often useful to sum (across items) the number of times 'Don't know' is used as a response.

**Table D- 2**  
***SAS and Flat File Missing Data Codes for Dates***

SAS File		Flat File		Description
Recoded value	Value read from input	YYYYMMDD	MMYYYY	
.	-54908	18090902	SEP1809	<i>No response (invalid skip)</i>
.A	-55304	18080802	AUG1808	<i>Multiple response error</i>
.O	-55702	18070702	JUL1807	<i>Out-of-range error</i>
.N	-56096	18060602	JUN1806	<i>Not applicable (valid skip)</i>
.I	-56887	18040402	APR1804	<i>Incomplete grid error or illegible.</i> Used when the meaning or content of the respondent's answer could not be determined.
.B	-58073	18020202	JAN1802	<i>Blank/no survey.</i> Filler value for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.

*Note.* Exact dates are formatted YYYYMMDD<sup>5</sup> (SAS input format YYMMDD8.). Because SAS stores dates as the number of days from a standard date of 1 January 1960, special dates have to be used to indicate specific types of missing or error data (see Table D-2). The column headed YYYYMMDD shows how special missing data values for SRDATE are formatted in the flat file for this survey.<sup>6</sup> When SAS reads a date value from a flat file, it stores that date as the value in the column headed “Value read from input.” SAS “if-then” statements are used to recode those values to the special missing value codes in the first column of Table D-2. This conversion has already been done in the DMDC SAS files for this survey and SRDATE1 has the values shown under the “Recoded value” column.

<sup>5</sup> Similarly, dates given as months and years would be formatted as MONYYYY (e.g., AUG1993). When input by SAS format MONYY7., month/year/dates are stored as if they specified the first day of the month.

<sup>6</sup> While there are no variables in this survey where only a month and year are entered, the column MMYYYYY is included in this table to illustrate how the coding works for this type of variable in other surveys.

SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alphas representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept alpha characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a multiple response error in flat files is coded as a “-8”, which can be declared as a missing value when the data are input in SPSS—in the SAS file, the value “.A” is used to represent a multiple response error.

Data requirements of SUDAAN<sup>7</sup> were also considered in coding. Primarily this means avoiding in coding the use of a zero, which has a special use for certain procedures in SUDAAN, for a variable that will be used as an independent variable.

Many types of missing data are common to scannable surveys and are self-explanatory. In general, missing data are coded as “-9” (SAS: .) when respondents skip the item invalidly; and multiple response errors are coded as “-8” (SAS: .A). Incomplete responses in grids that could not be resolved by visual inspection are coded as “-4” (SAS: .I). Out-of-range responses in grids (e.g., number of days or weeks in a year larger than 365 or 52, respectively) are coded as “-7” (SAS: .O).

For a single item that contains a response alternative of “Not applicable”, a missing data code of “-6” (SAS: .N) is typically used. When multiple items can be affected by a skip pattern or when item(s) have multiple ways to be not applicable, other specific codes are used. This type of coding is discussed later in the section entitled “Skip Pattern Coding.” That later section also explains using the code “-2” (SAS: .M) to denote missing continuations.

Multiple survey forms or modes (e.g., paper and web) are sometimes used in a single effort, and the data from all the related forms may be combined into a single dataset for analysis. Questions may appear in one form or mode but not in another. In a combined dataset, a code of “-5” (SAS: .F) indicates missing data for variables not on the form completed by a respondent.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of “-1” (SAS: .B).

### ***Standard Flag Variables***

This survey employs three standard flag variables: specify flags, skip pattern flags and consistency flags. In the second edit step, specify flags are set in accordance with Table D-3. In the third edit step, skip flags are set in the manner discussed in Table D-3; however, the specifics for each skip flag are detailed in the next section. Note two values, -2 (SAS: .M) and -9 (SAS: .) are used to represent missing data in flag variables in a slightly different way than they are used for standard survey variables.

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<sup>7</sup> SUDAAN is a trademark of the Research Triangle Institute.

**Table D-3**  
**Standard Coding Notes for Flag Variables**

1. **SPECIFY FLAGS.** A flag variable (with the variable name ending in ‘SP’) is generated for each specify box. For example, Question 42 includes the flag variable GB0242SP. All specify flags are shown in the annotated survey in Appendix C. Specify flags are also discussed in Table D-5 if there are multiple responses indicating the specify box should have text entered in it.

GB0242SP variables show the result of checking the specify box for marks and checking the parent variable to see if the specify-below response option was selected.

The specify flag variables are coded with one of six values.

- 1 *Valid skip*  
Assigned to the flag variable (e.g., GB0242SP EQ 1) if the respondent selected the response option not requiring a write-in (e.g., GB1042 EQ 1-5) and no text is entered in the specify-below box.
- 2 *Valid continuation*  
Assigned to the flag variable (e.g., GB0242SP EQ 2) if the respondent selected the specify-below response option (e.g., GB0242 EQ 6) and the specify-below box contains text.
- 3 *Invalid continuation*  
Assigned to the flag variable (e.g., GB0242SP EQ 3) if the respondent selected one of the response options not requiring a write-in (e.g., GB0242 EQ 1-5) but the specify-below box contains text.
- 4 *Invalid skip*  
Assigned to the flag variable (e.g., GB0242SP EQ 4) if the respondent selected the specify-below response option (e.g., GB0242 EQ 6) but no text is entered in the specify-below box.
- 2 *Missing continuation*  
Assigned to the flag variable (e.g., GB0242SP EQ -2) if the parent variable is missing (e.g., GB0242 EQ -9) and the specify-below box contains text.
- 9 *Missing skip*  
Assigned to the flag variable (e.g., GB0242SP EQ -9) if the parent variable is missing (e.g., GB0242 EQ -9) and no text is entered in the specify below box.

This can also be illustrated by a contingency table that shows the value of a specify variable (e.g., GB0242SP), based on examining the values of the parent variable (e.g., GB0242) and whether the respondent entered anything substantive in the specify box. Certain types of entries are ignored: (1) unintelligible entries like lines, squiggles, or multiple XXXs; and (2) negative replies like, *nothing*, *none*, *no*, *NA*, and *not applicable*.

GB0242 value after first edit step	text in box	
	yes	no
1,2,3,4,5 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
6 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

2. **SKIP FLAGS.** A flag variable (with the variable name ending in SK) is generated for each skip pattern. For example, Question 20 has the regular variable GB0220 and the flag variable GB0220SK. Skip variables are useful for evaluating the effectiveness of the skip pattern and as a flag for screening out ambiguous response patterns during analysis. Skip flags are shown in the annotated survey in Appendix C and are discussed below.

The skip flag variables are coded with one of six values.

- 1 *Valid skip*  
Assigned to the flag variable (e.g., GB0220SK EQ 1) if the parent variable shows a skip (e.g., GB0220 EQ 0) and the responses are missing for all items in the skip pattern (e.g., all of GB0221-GB0222G= -9).
- 2 *Valid continuation*  
Assigned to the flag variable (e.g., GB0220SK EQ 2) if the parent variable indicates a continuation (e.g., GB0220 EQ 1) and the respondent answered at least one of the items in the skip pattern (e.g., at least one of GB0221-GB0222G NE -9).
- 3 *Invalid continuation*  
Assigned to the flag variable (e.g., GB0220SK EQ 3) if the parent variable indicates a skip (e.g., GB0220 EQ 0) but the respondent answered one or more items in the skip pattern (e.g., at least one of GB0221-GB0222G NE -9).
- 4 *Invalid skip*  
Assigned to the flag variable (e.g., GB0220SK EQ 4) if the parent variable indicates a continuation (e.g., GB0220 EQ 1) but the responses are missing for all items in the skip pattern (e.g., all of GB0221-GB0222G= -9).
- 2 *Missing continuation*  
Assigned to the flag variable (e.g., GB0220SK EQ -2) if the parent variable is missing (e.g., GB0220 EQ -9) and the respondent answered one or more items in the skip pattern (e.g., at least one of GB0221-GB0222G NE -9).
- 9 *Missing skip*  
Assigned to the flag variable (e.g., GB0220SK EQ -9) if the parent variable is missing (e.g., GB0220 EQ -9) and the responses are missing for all items in the skip pattern (e.g., all of GB0221-GB0222G= -9).

This can also be shown by a contingency table showing the value of a skip variable (e.g., GB0220SK) based on examining the values of the parent variable (e.g., GB0220) and the variables in the skip pattern (e.g., GB0221-GB0222G) after the first edit step.

GB0220 value after first edit step	GB0221-GB0222G values after first edit step	
	At least one NE -9	All EQ -9
0 (No, direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (Yes, direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

3. **CONSISTENCY FLAGS.** A flag variable (with the variable name ending in CN) is generated to check the logical consistency of responses between two or more related items. For example, Question 13 has the regular variable GB0213 and the flag variable GB0213CN. The flag is a consistency check for GB0213 with GB0208.

The consistency flag variables are coded with the following values.

- 1 Consistent  
Assigned to the flag variable (e.g., GB0213CN EQ 1) if the value of GB0213 is greater than or equal to the value of GB0208.
  - 2 Inconsistent  
Assigned to the flag variable (e.g., GB0213CN EQ 2) if the value of GB0213 is less than the value of GB0208.
  - 9 Missing  
Assigned to the flag variable (e.g., GB0213CN EQ ‘.’) if any of the related items (e.g., GB0213 and/or GB0208) are missing or invalid.
-



## Special Codes for Skip Patterns

Coding steps 3 and 4 involve editing data to resolve discrepancies in skip patterns. Skip flags are created in step 3. Table D-3 introduced the general outline of the skip flags, but the specific flags for each skip pattern are specified in Table D-5.<sup>8</sup> After the creation of all the skip flags in step 3, variables within the skip patterns are forward coded in step 4 to make them consistent with the variables that start the skip patterns. To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The naming convention for these variables is to start the name with “U” for Unedited. Table D-5 specifies how to assign the special values, listed in Table D-4, to variables within the skip patterns. While Table D-5 is organized to show all the edits for a skip pattern together, all step 3 edits are made prior to making any step 4 edits. The remainder of this section describes the logic behind coding of skip patterns.

While an analyst can ignore discrepancies between a respondent’s answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies can be termed *backward* and *forward* coding. Backward coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.<sup>9</sup>

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have certain *not applicable* values assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate items with data missing because the item should have been skipped from items where data are missing because the respondent should have answered them but did not.

Table D-4 lists specific special values that are assigned when the reason for an item not being applicable can be defined and used across multiple items. A single item might have multiple codes for not applicable—each uniquely identified with a separate reason identified in nested skip patterns. These special codes require an analyst to produce frequencies and examine the not-applicable values to make situation-by-situation decisions on which not-applicable codes to use in the calculation of percentages.

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<sup>8</sup> Table D-5 also provides special coding notes for other non-obvious codings. The coding note numbers are keyed to the Notes annotated on the survey instrument contained in Appendix C.

<sup>9</sup> Much of Form 2002GB is identical to the Department of Defense 1995 Sexual Harassment Survey. However, the 1995 dataset was created using backward, not forward, coding. Appendix I contains SAS code to convert 1995 Form B data to Form 2002GB specifications, including comparable incidents rates.

**Table D-4**  
**SAS and Flat File Not Applicable Codes**

SAS File	Flat File	Description
.N	-6	<i>Not applicable</i> Used when NAs are typically <i>not</i> counted as valid responses.
.C	60	<i>Not applicable—although person marked they reported the behavior (GB0266A through GB0266E) they marked “No” in Question 67 (used for GB0267 - GB0273)</i>
.D	61	<i>Doesn't apply—I marked "Never" to every item in Question 55 (used for GB0257A through GB0275L)</i>
.H	63	<i>Not applicable—I DID NOT report the behavior to someone specified in Question 66 (used for GB0268A - GB0273)</i>
.J	64	<i>Not applicable—I DID report ALL the behavior to someone specified in Question 66 (used for GB0274A through GB0274S)</i>
.K	65	<i>Not applicable—The action is still being processed (used for GB0271A through GB0271H, GB0272)</i>
.L	66	<i>Not applicable—I haven't received any training (used for GB0281 through GB0282G)</i>
.P	67	<i>Not applicable—No children aged 10 or older with whom I talk about careers, jobs, education (GB0221 through GB0222G)</i>
.R	68	<i>Not applicable – Do not currently have a mentor but would have liked one. (GB0242, GB0243, GB0244A-GB0244P)</i>
.S	69	<i>Not applicable – Do not currently have a mentor and never wanted one. (GB0242, GB0243, GB0244A-GB0244P)</i>
.T	70	<i>Not applicable – Do not currently have a mentor and do not know what one is. (GB0242, GB0243, GB0244A-GB0244P)</i>
.U	71	<i>Don't know, have been in the military less than 4 years (GB0286 and GB0287)</i>

**Table D-5**  
***Special Coding Notes***

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Note	Coding instructions and codebook specifications
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1. **SRHISPA1, SRHISPA2.** SRHISPA1 has been the standard DMDC variable for Hispanic descent, appearing in surveys such as the 1999 Active Duty Survey and 2000 Reserve Components Survey. Its values are: 1 (No, not Spanish/Hispanic/Latino), 2 (Yes, Mexican, Mexican American, Chicano), 3 (Yes, Puerto Rican), 4 (Yes, Cuban), 5 (Yes, other Spanish/Hispanic/Latino), and the standard codes for missing.

SRHISPA2 is a newly constructed variable, also appearing in the 2000 Reserve Components Survey and other DMDC surveys in 2000. It indicates simply whether a respondent did/did not indicate Hispanic descent, and is inclusive of cases where more than one Hispanic type may have been marked. The codebook page for SRHISPA2 should note: “This item differs from DMDC standard items SRHISP and SRHISPA1 in that it permits multiple responses when all the responses marked are for different Hispanic types.” SRHISPA2 is coded as follows:

1 = respondent marks “No, not Spanish/Hispanic/Latino”

2 = respondent marks one or more of the “Yes” responses, but not the “No” response

. = respondent does not mark any response

.A = respondent marks the “No” response, but also one or more of the “Yes” responses (unlike SRHISPA1 where .A is also assigned for multiple “Yes” responses even if “No” is not marked)

2. **SRRACEA-SRRACEF, SRRETH1.** The codebook pages for SRRACEA- SRRACEF should note: “These items are consistent with the ‘1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ and the 2000 Decennial Census.” SRRACEA-SRRACEF are coded as “Mark all that apply” items, where 1=Not marked and 2=Marked. SRRACEA indicates whether the “White” response category was marked, SRRACEB indicates whether the “Black or African-American” response category was marked, SRRACEC indicates whether “American Indian or Alaska Native” was marked, SRRACED indicates whether “Asian” was marked, SRRACEE indicates whether “Native Hawaiian or other Pacific Islander” was marked, and SRRACEF indicates whether “Some other race” was marked. If none are marked, then all of SRRACEA-SRRACEF are assigned -9 (missing).

SRRETH1 implements the October 1997 standards for reporting Federal data on race and ethnicity. SRRETH1 groups the responses to SRRACEA-SRRACEF into racial/ethnic categories, which include multi-racial combinations. The categories are broken down by whether or not the respondent indicates Hispanic descent (from variable SRHISPA2, described above). Each verbal description in the “RACIAL CATEGORY” column of the chart below is preceded by an H for “Hispanic” if the respondent has a value of 2 for

SRHISPA2, and by a NH for “Non-Hispanic” if SRHISPA2 has the value of 1. The columns to the right of the descriptions show the Hispanic and race/ethnicity codes matching each description.

The coding for SRRETH1 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of SRRACEA-SRRACEF are assigned the corresponding code (1 to 6) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. The categories for Non-Hispanics are similar, except that some specific racial combinations form their own categories (codes 15-18). The remaining racial combinations reported by Non-Hispanics are coded 19. Non-Hispanics reporting no race are coded as missing (-9).

CODE	RACIAL CATEGORY (SRRETH1)	SR-HISPA2	SR-RACEA	SR-RACEB	SR-RACEC	SR-RACED	SR-RACEE	SR-RACEF
1	H American Indian or Alaska Native	2	1	1	2	1	1	1
2	H Asian	2	1	1	1	2	1	1
3	H Black or African American	2	1	2	1	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2	1
5	H White	2	2	1	1	1	1	1
6	H Some other race	2	1	1	1	1	1	2
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-F)					
8	H Unknown race	2	-9	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1	1
10	NH Asian	1	1	1	1	2	1	1
11	NH Black or African American	1	1	2	1	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2	1
13	NH White	1	2	1	1	1	1	1
14	NH Some other race	1	1	1	1	1	1	2
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1	1
16	NH Asian & White	1	2	1	1	2	1	1
17	NH Black or African American & White	1	2	2	1	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)					

3. **SRRACESP.** SRRACESP is a specify flag.

SRRACEF value after first edit step	text in box	
	yes	No
1	3 (Invalid continuation)	1 (Valid skip)
2 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

4. **GB0208.** GB0208 is coded as the entry in the grid. GB0208 is not edited and the codebook page for GB0208 should note: “The field is neither checked for unlikely values nor checked against record data.”
5. **GB0209SK, UB0210, GB0210.** GB0209SK is a skip flag indicating whether GB0210 is answered consistently with Question 9.

GB0209 value after first edit step	GB0210 value after first edit step	
	NE -9	EQ -9
1 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
2-4 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0210 is equal to GB0210, but is Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0209 = 1 then GB0210 = -6 (Not applicable)

6. **GB0213, GB0213CN.** GB0213 is coded as the entry in the grid. GB0213 is not edited and the codebook page for GB0213 should note: “The field is not checked for unlikely values.” GB0213CN is a consistency check for GB0213 and GB0208, and is coded as follows:

Consistent	GB0213CN EQ 1 if the value of GB0213 is greater than or equal to the value of GB0208
Inconsistent	GB0213CN EQ 2 if the value of GB0213 is less than the value of GB0208
Missing	GB0213CN EQ -9 if any of the related items (i.e., GB0213 and/or GB0208) are missing or invalid

7. **GB0220SK, UB0221, UB0222A-UB0222G, GB0221, GB0222A-GB0222G.**  
 GB0220SK is a skip flag indicating whether GB0220 is answered consistently with Questions 21 and 22

GB0220 value after first edit step	GB0221 to GB0222G values after first edit step	
	at least one NE -9	all EQ -9
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0221-UB0222G are equal to GB0221, GB0222A-GB0222G, but are Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0220 = 0 then GB0221, GB0222A-GB0222G = 67 (Not applicable— No children aged 10 or older with whom I talk about careers, jobs, and education)

8. **GB0223SP, GB0223CD.** GB0223SP is a specify flag.

GB0223 value after first edit step	text in box	
	yes	no
2-7 (skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

Codebook page for GB0223CD should note: “This field is not edited for impossible values.”

9. **GB0225SK, UB0226, UB0227A-UB0227K, UB0228, GB0226, GB0227A-GB0227K, GB0228.** GB0225SK is a skip flag indicating whether GB0225 is answered consistently with Questions 26-28.

GB0225 value after first edit step	GB0226-GB0228 values after first edit step	
	at least one NE -9	all EQ -9
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0226, UB0227A-UB0227K UB0228 are equal to GB0226, GB0227A-GB0227K, GB0228, but are Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0225 = 0 then GB0226-GB0228 = 0 (None).

10. **GB0229.** GB0229 is coded as the entry in the grid. GB0229 is not edited and the codebook page for GB0229 should note: “The field is neither checked for unlikely values nor checked against record data.”

11. **GB0241SK, UB0242, UB0242SP, UB0243, UB0244A-UB0244P, GB0242, GB0242SP, GB0243, GB0244.** GB0241SK is a skip flag indicating whether GB0241 is answered consistently with Questions 42-44.

GB0241 value after first edit step	GB0242-GB0244 values after first edit step	
	at least one NE -9	all EQ -9
1,2 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
3,4, 5 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0242, UB0242SP, UB0243, UB0244A-UB0244P are equal to GB0242, GB0242SP, GB0243, GB0244A-GB0244P, but are Unedited for forward coding of not applicable response values.

If GB0241= 3 then GB0242, GB0242SP, GB0243, GB0244A-GB0244P = 68 (Not applicable - Do not currently have a mentor but would have liked to have one.)

If GB0241= 4 then GB0242, GB0242SP, GB0243, GB0244A-GB0244P = 69 (Not applicable - Do not currently have a mentor and never wanted one.)

If GB0241= 5 then GB0242, GB0242SP, GB0243, GB0244A-GB0244P = 70 (Not applicable - Do not currently have a mentor and do not know what a mentor is.)

12. **GB0242SP.** GB0242SP is a specify flag.

GB0242 value after first edit step	text in box	
	yes	No
1,2,3,4,5	3 (Invalid continuation)	1 (Valid skip)
6 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)



13. **GB0254LS, UB0254M, GB0254M.**

GB0254LS is a skip flag indicating whether GB0254L is answered consistently with Question GB0254M.

GB0254L value after first edit step	GB0254M values after first edit step	
	NE -9	EQ -9
3	2 (Valid continuation)	4 (Invalid skip)
1,2	3 (Invalid continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0254M is equal to GB0254M but is Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0254L is equal to 1 or 2 then GB0254M = -6 (Not Applicable )

14. **GB0254SP.** GB0254SP is a specify flag.

GB0254N value after first edit step	text in box	
	Yes	No
1	3 (Invalid continuation)	1 (Valid skip)
3,2 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

15. **GB0255CN, UB0256, UB0256SK, GB0256, GB0256SK,**

GB0255CN is a consistency flag indicating whether GB0255A-GB0255S are answered consistently with Questions 56.

GB0255A-GB0255S values after first edit step	GB0255CN values after first edit step		
	GB0256 EQ 61	GB0256 EQ 0,1,2	GB0256 EQ -8, -9
None > 0	1 (Consistent)	2 (Inconsistent)	-9 (Missing)
At least one in the range of 1-4 (direction to continue)	2 (Inconsistent)	1 (Consistent)	-9 (Missing)
All -8 or -9	-9 (Missing)	-9 (Missing)	-9 (Missing)

UB0256, and UB0256SK are equal to GB0256, GB0256SK, but are Unedited for forward coding of not applicable response values. After creating the unedited variables:

If none of GB0255A-GB0255S > 0 then GB0256 and GB0256SK= 61 (Doesn't apply – I marked “never” to every item in Question 55) [See Notes below on Question 56.]

16. **GB0255SP.** GB0255SP is a specify flag.

GB0255S value after first edit step	text in box	
	yes	no
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1,2,3,4	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

17. **GB0256SK, UB0257A-UB0257S, UB0257SP, UB0258A-UB0258F, UB0259A-UB0259D, UB0260, UB0261A-UB0261N, UB0262, UB0263, UB0264, UB0265A-UB0265R, UB0265SP, UB0266A-UB0266CN, UB0267, UB0267SK, UB0268A-UB0268E, UB0269A-UB0269E, UB0270, UB0270SK, UB0271A-UB0271H, UB0272, UB0272SP, UB0273, UB0273SK, UB0274A-UB0274S, UB0275A-UB0275L, GB0257A-GB0257S, GB0257SP, GB0258A-GB0258F, GB0259A-GB0259D, GB0260, GB0261A-GB0261N, GB0262, GB0263, GB0264, GB0265A-GB0265R, GB0266A-GB0266CN, GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK, GB0274A-GB0274S, GB0275A-GB0275L**

GB0256SK is a skip flag indicating whether GB0256 is answered consistently with Questions 57-75.

GB0256 value after first edit step	GB0257A-GB0275L values after first edit step	
	at least one NE -9	all EQ -9
61 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
0,1,2 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0257A-UB0257S, UB0257SP, UB0258A-UB0258F, UB0259A-UB0259D, UB0260, UB0261A-UB0261N, UB0262, UB0263, UB0264, UB0265A-UB0265R, UB0265SP, UB0266A-UB0266CN, UB0267, UB0267SK, UB0268A-UB0268E, UB0269A-UB0269E, UB0270, UB0270SK, UB0271A-UB0271H, UB0272, UB0272SP, UB0273, UB0273SK, UB0274A-UB0274S, UB0275A-UB0275L, are equal to GB0257A-GB0257S, GB0257SP, GB0258A-GB0258F, GB0259A-GB0259D, GB0260, GB0261A-GB0261N, GB0262, GB0263, GB0264, GB0265A-GB0265R, GB0265SP, GB0266A-GB0266CN, GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK, GB0274A-GB0274S, GB0275A-GB0275L but are unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0256= 61 then GB0257A-GB0257S, GB0257SP, GB0258A-GB0258F, GB0259A-GB0259D, GB0260, GB0261A-GB0261N, GB0262, GB0263, GB0264, GB0265A-GB0265R, GB0265SP, GB0266A-GB0266CN, GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK, GB0274A-GB0274S, GB0275A-GB0275L= 61 (Doesn't apply – I marked “never” to every item in Question 55).

18. **GB0257SP** is a specify flag.

GB0257S value after first edit step	text in box	
	yes	no
1 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
0	3 (Invalid continuation)	1 (Valid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

19. **GB0266CN, GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK.**

GB0266CN is a consistency flag indicating whether GB0266A-GB0266E are answered consistently with Questions 67.

GB0266A-GB0266E values after first edit step	GB0266CN		
	GB0267 EQ 0	GB0267 EQ 1	GB0267 EQ -8, -9
None EQ 1	1 (Consistent)	2 (Inconsistent)	-9 (Missing)
At least one EQ 1	2 (Inconsistent)	1 (Consistent)	-9 (Missing)
All -8 or -9	-9 (Missing)	-9 (Missing)	-9 (Missing)

If (none of GB0266A-GB0266E EQ 1) and (GB0266CN EQ 1) then GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK = 63 (Not applicable – I DID NOT report the behavior to someone specified in Question 66.)

If (at least one of GB0266A-GB0266E EQ 1) and (GB0266CN EQ 2) then GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK = 60 (Not applicable—although person marked they reported the behavior (GB0266A through GB0266E) they marked “No” in Question 67.)

If (none of GB0266A-GB0266E EQ 1) and (GB0266CN EQ 2) then GB0267 = 0. [This coding is applied prior to implementing Note 21.]

20. **GB0267SK, UB0268A-UB0268E, UB0269A-UB0269E, UB0270, UB0270SK, UB0271A-UB0271H, UB0272, UB0272SP, UB0273, UB0273SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK.**

GB0267SK is a skip flag indicating whether GB0267 is answered consistently with Questions 68-73.

GB0267 value after first edit step	GB0268A-GB0273 values after first edit step	
	At least one NE -9	all EQ -9
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

If GB0267= 0 then GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK= 63 (Not applicable – I DID NOT report the behavior to someone specified in Question 66.)

21. **GB0270SK, UB0271A-UB0271H, UB0272, UB0272SP, GB0271A-GB0271H, GB0272, GB0272SP.**

GB0270SK is a skip flag indicating whether GB0270 is answered consistently with Questions 71-72.

GB0270 value after first edit step	GB0271A-GB0272 values after first edit step	
	at least one NE -9	all EQ -9
0 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
1 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

If GB0270 = 1 then GB0271A-GB0271H, GB0272, GB0272SP= 65 (Not Applicable – The action is still being processed.)

22. **GB0272SP.** GB0272SP is a specify flag.

GB0272 value after first edit step	text in box	
	yes	no
3,4,5	3 (Invalid continuation)	1 (Valid skip)
1,2 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

23. **GB0273SK, UB0274A-UB0274S,GB0274A-GB0274S.**

GB0273SK is a skip flag indicating whether GB0273 is answered consistently with Question 74.

GB0273 value after first edit step	GB0274A-GB0274S values after first edit step	
	at least one NE -9	all EQ -9
1 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
0 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

If GB0273 = 1 then GB0274A-GB0274S= 64 (Not applicable – I DID report ALL the behavior to someone specified in Question 66.)

24. **GB0280SK, UB0281, UB0282A-UB0282G, GB0281, GB0282A-GB0282G.**

GB0280SK is a skip flag indicating whether GB0280 is answered consistently with Questions 81-82.

GB0280 value after first edit step	GB0281-GB0282G values after first edit step	
	at least one NE -9 (GB0281 may equal 0)	all EQ -9
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0281, UB0282A-UB0282G are equal to GB0281, GB0282A-GB0282G, but are Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0280 = 0 then GB0281 = 0

If GB0280 = 0 then GB0282A-GB0282G = 66 (Not applicable – I haven’t received any training.)

25. **GB0281.** GB0281 is coded as the entry in the grid. GB0281 is not edited and the codebook page for GB0281 should note: “The field is neither checked for unlikely values nor checked against record data.”
26. **REQUEST.** Request has two codes.
- 1 Text not entered is assigned if nothing is written in the space provided for e-mail address or if what is written is an unintelligible entry (e.g., lines, squiggles, or multiple *XXXs*) .
- 2 Text entered is assigned if something substantive is written in the space provided for e-mail.
27. **SRDATE.** See Table D-2.
28. **COMMENT.** Comment has two codes.
- 2 Text entered  
is assigned if something substantive is written in the space provided for comments.
- 1 Text not entered  
is assigned if nothing is written in the space provided for comments, or if what is written is either an unintelligible entry (e.g., lines, squiggles, or multiple *XXXs*) or a negative reply (e.g., *nothing, none, no, NA, or not applicable*).





## **APPENDIX E**

### **DATASETS AND VARIABLES IN THE SURVEY PUBLIC- RELEASE DATA FILE-ALPHABETICAL TABLE OF CONTENTS**



STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
AD1CC*		Non-response adjust cell	896-901
AD1F0*		FS UNK Elig nonresponse adj factor	902-907
AD1W0*		FS UNK Elig Non-response adj weight	908-925
AD2F0*		FS Elig Non-response adj factor	926-930
AD2W0*		FS Elig Non-response adj weight	931-949
AGE*		Current Age	1087-1088
BATCH*		DRC batch number applied for scanning	1030-1040
BLKREAS*		Reason survey returned blank	1051
BSWGT0*		Base weight	950-958
CAS_ELIG*		CASRO Eligibility Disposition code	959
CCONUS*		CONUS	1129
CINC*		CinCs	1128
COMMENT		Comments/concerns about survey	446
COMPFLAG*		Questionnaire Complete Flag	1169
CPAYGRP1*		Paygrade Group 1 Stratification variable	1132
CPAYGRP2*		Paygrade Group 2	1133
CPAYGRP3*		Paygrade Group 3	1134
CPAYGRP4*		Paygrade Group 4	1098
CRACECAT*		Race/Ethnic Category 2 Strat variable	1138
CRDBVR2		Exper. Incid of Crude Offensive Behavior	241
CREGINS*		Regions	1135
CREGION1		Regions - collapsed version of CREGINS	651
CRITFLAG*		Critical Questions Complete Flag	1168
CSERVICE*		Service Stratification variable	1097
CSEX*		Gender Stratification variable	1136
DARVDATE*		Date survey arrived	1062-1066
DDOC		Duty Occupation Group	652-656
DDOCAREA*		Duty Occupation Area	1130
DENTDATE*		Date survey scanned	1044-1048
DIM1		First raking dimension	461-462
DIM2		Second raking dimension	463
DIM3		Third raking dimension	464
DIM4		Fourth raking dimension	465-466
DIM5		Fifth raking dimension	467
DMDCID*		Unique Identifier for the population	1139
DUPRET*		Multiple returns - excludes blanks	1052
DUPRET2*		Multiple returns - includes blanks	1053
EDUC*		Education	1085
ELIG*		Eligibility Code	1149
ELIGFLGW		Eligibility Flag	449
ELIG_R*		Eligibility	960
ETH*		Ethnic Group Code	1093-1094
ETSDATE*		ETS Date	1089
EXPGROUP*		Unit Address Experimental Group	1150
E_OV_IM*		Ethnic Race-Other Valid-Impute 4 Missing	1180-1182

\* Confidential Variable

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
E_OV_NI*		Ethnic Race - Other Valid-No Imputations	1176-1178
FLAG_FIN*		Final Disposition	1056-1060
FLG_DR*		DEERS file match flag	1141
F_ELIG*		Frame eligibility	961
GB01CELL*		Stratification Cell (stratum)	1091
GB0208*	8.	Years of active duty service completed	680-682
GB0209*	9.	Which term of service serving now	683
GB0209SK	9SK.	Which term of service serving now-SK	9
GB0210	10.	How likely allowed to stay active duty	10
GB0211	11.	How likely you would stay on active duty	11
GB0212	12.	How likely stay in military 20 years	12
GB0213*	13.	Years of service when you leave AD	685-687
GB0213CN	13CN.	Consistency check for question 13	14
GB0214	14.	In gen'l, life better/worse than expect	15
GB0215	15.	In gen'l, work better/worse than expect	16
GB0216A	16A.	Sat/dissat: Basic Pay	17
GB0216B	16B.	Sat/dissat: special and incentive pays	18
GB0216C	16C.	Sat/dissat: Basic Allowance Subsistence	19
GB0216D	16D.	Sat/dissat: Basic Allowance for Housing	20
GB0216E	16E.	Sat/dissat: retirement pay you would get	21
GB0216F	16F.	Sat/dissat: COLA to retirement pay	22
GB0216G	16G.	Sat/dissat: availability med care, you	23
GB0216H	16H.	Sat/dissat: availability med care, fam	24
GB0216I	16I.	Sat/dissat: quality of med care, you	25
GB0216J	16J.	Sat/dissat: quality of med care, family	26
GB0216K	16K.	Sat/dissat: out of pocket cost for med	27
GB0216L	16L.	Sat/dissat: availability of childcare	28
GB0216M	16M.	Sat/dissat: quality of childcare	29
GB0216N	16N.	Sat/dissat: affordability of childcare	30
GB0216O	16O.	Sat/dissat: family support services	31
GB0216P	16P.	Sat/dissat: quality of your residence	32
GB0216Q	16Q.	Sat/dissat: quality of work environment	33
GB0216R	16R.	Sat/dissat: opps for civilian education	34
GB0216S	16S.	Sat/dissat: opps for prof. development	35
GB0216T	16T.	Sat/dissat: level care/concern by supvs	36
GB0216U	16U.	Sat/dissat: quality of leadership	37
GB0216V	16V.	Sat/dissat: your career, in general	38
GB0217A	17A.	Agr/disagr: Svc inspires you to do best	39
GB0217B	17B.	Agr/disagr: will sacrifice to help Svc	40
GB0217C	17C.	Agr/disagr: glad you are part of Service	41
GB0217D	17D.	Agr/disagr: not willing to help your Svc	42
GB0218A	18A.	Past 6 mo, thought about leaving mil	43
GB0218B	18B.	Past 6 mo, wondered about life as a civ	44
GB0218C	18C.	Past 6 mo, discuss leaving w/fam, friend	45
GB0218D	18D.	Past 6 mo, talk about leaving w/supv	46

\* Confidential Variable

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GB0218E	18E.	Past 6 mo, gathered info about college	47
GB0218F	18F.	Past 6 mo, gathered info about civ jobs	48
GB0218G	18G.	Past 6 mo, attended prog about civ emply	49
GB0218H	18H.	Past 6 mo, prepared a resume	50
GB0218I	18I.	Past 6 mo, applied for a job	51
GB0218J	18J.	Past 6 mo, interviewed for a job	52
GB0219A	19A.	Recommend friend join service: male	53
GB0219B	19B.	Recommend friend join service: female	54
GB0220	20.	Chldrn 10 > talk about career/job/edu	55
GB0220SK	20SK.	Chldrn 10 > talk about career/job/edu-SK	56
GB0221	21.	Encourage child to consider military	57
GB0222A	22A.	Pstv/ngtv: the military, in general	58
GB0222B	22B.	Pstv/ngtv: career opps in the military	59
GB0222C	22C.	Pstv/ngtv: serving in mil, not career	60
GB0222D	22D.	Pstv/ngtv: PT opps in the military	61
GB0222E	22E.	Pstv/ngtv: career opps, civ fed emply	62
GB0222F	22F.	Pstv/ngtv: career opps in civ sector	63
GB0222G	22G.	Pstv/ngtv: seeking a college education	64
GB0223*	23.	Past 12 months, serve most AD time	695
GB0223CD*	23CD.	Past 12 months, serve most AD time-CD	698-700
GB0223SP	23SP.	Past 12 months, serve most AD time-SP	66
GB0224*	24.	Past 12 months, where lived most AD time	696
GB0225	25.	Past 12 months, overnight, mil duty	68
GB0225SK	25SK.	Past 12 months, overnight, mil duty-SK	69
GB0226	26.	Past 12 months, separate times away	70
GB0227A*	27A.	Away, mil duty: Op Enduring Freedom	702
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GB0283E	83E.	Extent, unit: officers, attend training	425
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GB0283H	83H.	Extent, ship: policies publicized	428
GB0283I	83I.	Extent, ship: complaint procedure pub	429
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GB0283K	83K.	Extent, ship: investigative office	431
GB0283L	83L.	Extent, ship: enlist, attend training	432
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GB0284	84.	Sex harass more of a prob in/out of mil	436
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GB0287	87.	Compare how often harass occur in mil	439
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INCWEB*		Incomplete Web Flag	1049
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OCCAWAY3*		Ranges Months Away For Duty Occupations	1099
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PSW15		Final raking weight for replicate15	495
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RGB0209	9-R.	Rec-Which term of service serving now	8
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RGB0223	23-R.	Rec-Past 12 months, served mos AD time	65
RGB0224	24-R.	Rec-Past 12 mths, where lived AD time	67
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RGB0228	28-R.	Rec-Past 12 mths, total time away	82
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RGB0230	30-R.	Rec-Is this permanent duty loc/ship	84
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RGB0233	33-R.	Rec-Paygrade of your immed supervisor	92
RGB0281	81-R.	Rec-Training in past 12 month	413
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UB0265C*	65C-U.	What extent you: told didn't like-U	808
UB0265D*	65D-U.	What extent you: stayed out of way-U	809
UB0265E*	65E-U.	What extent you: not important-U	810
UB0265F*	65F-U.	What extent you: talked to family-U	811
UB0265G*	65G-U.	What extent you: talked to coworkers-U	812
UB0265H*	65H-U.	What extent you: talked to friends-U	813
UB0265I*	65I-U.	What extent you: chaplain/counselor-U	814
UB0265J*	65J-U.	What extent you: avoid being alone-U	815
UB0265K*	65K-U.	What extent you: told to stop-U	816
UB0265L*	65L-U.	What extent you: put up with it-U	817

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STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
UB0265M*	65M-U.	What extent you: asked to leave alone-U	818
UB0265N*	65N-U.	What extent you: blamed self-U	819
UB0265O*	65O-U.	What extent you: assumed meant well-U	820
UB0265P*	65P-U.	What extent you: prayed about it-U	821
UB0265Q*	65Q-U.	What extent you: pretend not to notice-U	822
UB0265R*	65R-U.	What extent you: do something else-U	823
UB0266A*	66A-U.	Report situation: immediate supervisor-U	824
UB0266B*	66B-U.	Report situation: someone in command-U	825
UB0266C*	66C-U.	Report situation: supervisor of person-U	826
UB0266CN*	66CN-U.	Consistency check for Question 66-U	829
UB0266D*	66D-U.	Report situation: special mil office-U	827
UB0266E*	66E-U.	Report situation: other installation-U	828
UB0267*	67-U.	Answer Yes to at least 1 item in Q66-U	830
UB0267SK*	67SK-U.	Answr Yes to at least 1 item in Q53-SK-U	831
UB0268A*	68A-U.	Actions taken: person talked to-U	832
UB0268B*	68B-U.	Actions taken: complaint investigated-U	833
UB0268C*	68C-U.	Actions taken: encrgd drop complaint-U	834
UB0268D*	68D-U.	Actions taken: complaint discounted-U	835
UB0268E*	68E-U.	Actions taken: no action taken-U	836
UB0269A*	69A-U.	Sat w/process: avlblty of info to file-U	837
UB0269B*	69B-U.	Sat w/process: trtmnt by pers hndlng-U	838
UB0269C*	69C-U.	Sat w/process: amount time to resolve-U	839
UB0269D*	69D-U.	Sat w/process: how well kept informed-U	840
UB0269E*	69E-U.	Sat w/process: degree privacy protect-U	841
UB0270*	70-U.	Is the action still being processed-U	842
UB0270SK*	70SK-U.	Is the action still being processed-SK-U	843
UB0271A*	71A-U.	Outcome complaint: found true-U	844
UB0271B*	71B-U.	Outcome complaint: found untrue-U	845
UB0271C*	71C-U.	Outcome complaint: unable to determine-U	846
UB0271D*	71D-U.	Outcome complaint: outcome explained-U	847
UB0271E*	71E-U.	Outcome complaint: situation corrected-U	848
UB0271F*	71F-U.	Outcome complaint: action against prsn-U	849
UB0271G*	71G-U.	Outcome complaint: nothing was done-U	850
UB0271H*	71H-U.	Outcome complaint: action against you-U	851
UB0272*	72-U.	How satisfied w/outcome of complaint-U	852
UB0272SP*	72SP-U.	How satisfied w/outcome of complnt-SP-U	853
UB0273*	73-U.	Report all behaviors marked in Q55-U	854
UB0273SK*	73SK-U.	Report all behaviors marked in Q55-SK-U	855
UB0274A*	74A-U.	Not report: not important enough-U	856
UB0274B*	74B-U.	Not report: didn't know how-U	857
UB0274C*	74C-U.	Not report: felt uncomfortable-U	858
UB0274D*	74D-U.	Not report: took care of prob by self-U	859
UB0274E*	74E-U.	Not report: talk informally, command-U	860
UB0274F*	74F-U.	Not report: nothing would be done-U	861
UB0274G*	74G-U.	Not report: not believed-U	862

\* Confidential Variable

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VARIABLE NAME	ITEM NUMBER LABEL	PAGE
UB0274H*	74H-U. Not report: coworkers angry-U	863
UB0274I*	74I-U. Not report: wanted to fit in-U	864
UB0274J*	74J-U. Not report: too much time/effort-U	865
UB0274K*	74K-U. Not report: labeled troublemaker-U	866
UB0274L*	74L-U. Not report: peer talked out of-U	867
UB0274M*	74M-U. Not report: supv talked out of-U	868
UB0274N*	74N-U. Not report: not hurt feelings/family-U	869
UB0274O*	74O-U. Not report: performance eval suffer-U	870
UB0274P*	74P-U. Not report: afraid retaliation, person-U	871
UB0274Q*	74Q-U. Not report: afraid retaliation, friend-U	872
UB0274R*	74R-U. Not report: afraid retaliation, supv-U	873
UB0274S*	74S-U. Not report: some other reason-U	874
UB0275A*	75A-U. Prob at work: ignored by others-U	875
UB0275B*	75B-U. Prob at work: blamed-U	876
UB0275C*	75C-U. Prob at work: gossip unkind/negative-U	877
UB0275D*	75D-U. Prob at work: lost perk/privileges-U	878
UB0275E*	75E-U. Prob at work: less favorable job duty-U	879
UB0275F*	75F-U. Prob at work: denied opp for training-U	880
UB0275G*	75G-U. Prob at work: unfair job evaluation-U	881
UB0275H*	75H-U. Prob at work: unfairly disciplined-U	882
UB0275I*	75I-U. Prob at work: denied promotion-U	883
UB0275J*	75J-U. Prob at work: transfer less desire job-U	884
UB0275K*	75K-U. Prob at work: unfairly demoted-U	885
UB0275L*	75L-U. Prob at work: mistreated other way-U	886
UB0281*	81-U. Hours of training on sex harassment-U	888
UB0282A*	82A-U. Agr/disagr, train: undrstnd word/actn-U	889
UB0282B*	82B-U. Agr/disagr, train: reduce cohesion/eff-U	890
UB0282C*	82C-U. Agr/disagr, train: diff to pfrm duty-U	891
UB0282D*	82D-U. Agr/disagr, train: idntfy offnsv behav-U	892
UB0282E*	82E-U. Agr/disagr, train: tool for sex harass-U	893
UB0282F*	82F-U. Agr/disagr, train: safe to complain-U	894
UB0282G*	82G-U. Agr/disagr, train: info on sex harass-U	895
VALREC*	Valid Record (eligible by svc)	1151
WEBSTAT*	Web survey status code	1170
WGR02ID	WGR02 ID	447
XGRADE*	Constructed Paygrade	665
XGRADEF*	Paygrade impute flag:0=No, 1=Admin	1183
XRETH1*	Race/Ethnicity 1997 OMB Stndrd:19 levels	666-667
XSEX	Constructed Gender	1
XSEXF*	Gender Impute Flag:0=No, 1=Admin	1185
XSVC	Constructed Service Component	5
XSVCF*	Service impute flag:0=No, 1=Admin	1184
_TOTAL_	Taylors Series Variance Strata Population	456-460

\* Confidential Variable





## **APPENDIX F**

### **DATASETS AND VARIABLES IN THE SURVEY PUBLIC- RELEASE DATA FILE**



STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
XSEX		Constructed Gender	1
RSRED	2-R.	Rec-Highest degree/level of school Comp	2
R2XRETH		Rec-Race/Ethnicity	3
RSRMARST	5-R.	Rec-Marital status	4
XSVC		Constructed Service Component	5
RXGRADE5		Constructed Paygrade: 5 groups	6
RGB0208	8-R.	Rec-Yrs of active duty service completed	7
RGB0209	9-R.	Rec-Which term of service serving now	8
GB0209SK	9SK.	Which term of service serving now-SK	9
GB0210	10.	How likely allowed to stay active duty	10
GB0211	11.	How likely you would stay on active duty	11
GB0212	12.	How likely stay in military 20 years	12
RGB0213	13-R.	Rec-Yrs of service when you leave AD	13
GB0213CN	13CN.	Consistency check for question 13	14
GB0214	14.	In gen'l, life better/worse than expect	15
GB0215	15.	In gen'l, work better/worse than expect	16
GB0216A	16A.	Sat/dissat: Basic Pay	17
GB0216B	16B.	Sat/dissat: special and incentive pays	18
GB0216C	16C.	Sat/dissat: Basic Allowance Subsistence	19
GB0216D	16D.	Sat/dissat: Basic Allowance for Housing	20
GB0216E	16E.	Sat/dissat: retirement pay you would get	21
GB0216F	16F.	Sat/dissat: COLA to retirement pay	22
GB0216G	16G.	Sat/dissat: availability med care, you	23
GB0216H	16H.	Sat/dissat: availability med care, fam	24
GB0216I	16I.	Sat/dissat: quality of med care, you	25
GB0216J	16J.	Sat/dissat: quality of med care, family	26
GB0216K	16K.	Sat/dissat: out of pocket cost for med	27
GB0216L	16L.	Sat/dissat: availability of childcare	28
GB0216M	16M.	Sat/dissat: quality of childcare	29
GB0216N	16N.	Sat/dissat: affordability of childcare	30
GB0216O	16O.	Sat/dissat: family support services	31
GB0216P	16P.	Sat/dissat: quality of your residence	32
GB0216Q	16Q.	Sat/dissat: quality of work environment	33
GB0216R	16R.	Sat/dissat: opps for civilian education	34
GB0216S	16S.	Sat/dissat: opps for prof. development	35
GB0216T	16T.	Sat/dissat: level care/concern by supvs	36
GB0216U	16U.	Sat/dissat: quality of leadership	37
GB0216V	16V.	Sat/dissat: your career, in general	38
GB0217A	17A.	Agr/disagr: Svc inspires you to do best	39
GB0217B	17B.	Agr/disagr: will sacrifice to help Svc	40
GB0217C	17C.	Agr/disagr: glad you are part of Service	41
GB0217D	17D.	Agr/disagr: not willing to help your Svc	42
GB0218A	18A.	Past 6 mo, thought about leaving mil	43
GB0218B	18B.	Past 6 mo, wondered about life as a civ	44
GB0218C	18C.	Past 6 mo, discuss leaving w/fam, friend	45

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GB0218D	18D.	Past 6 mo, talk about leaving w/supv	46
GB0218E	18E.	Past 6 mo, gathered info about college	47
GB0218F	18F.	Past 6 mo, gathered info about civ jobs	48
GB0218G	18G.	Past 6 mo, attended prog about civ emply	49
GB0218H	18H.	Past 6 mo, prepared a resume	50
GB0218I	18I.	Past 6 mo, applied for a job	51
GB0218J	18J.	Past 6 mo, interviewed for a job	52
GB0219A	19A.	Recommend friend join service: male	53
GB0219B	19B.	Recommend friend join service: female	54
GB0220	20.	Chldrn 10 > talk about career/job/edu	55
GB0220SK	20SK.	Chldrn 10 > talk about career/job/edu-SK	56
GB0221	21.	Encourage child to consider military	57
GB0222A	22A.	Pstv/ngtv: the military, in general	58
GB0222B	22B.	Pstv/ngtv: career opps in the military	59
GB0222C	22C.	Pstv/ngtv: serving in mil, not career	60
GB0222D	22D.	Pstv/ngtv: PT opps in the military	61
GB0222E	22E.	Pstv/ngtv: career opps, civ fed emply	62
GB0222F	22F.	Pstv/ngtv: career opps in civ sector	63
GB0222G	22G.	Pstv/ngtv: seeking a college education	64
RGB0223	23-R.	Rec-Past 12 months, served mos AD time	65
GB0223SP	23SP.	Past 12 months, serve most AD time-SP	66
RGB0224	24-R.	Rec-Past 12 mths, where lived AD time	67
GB0225	25.	Past 12 months, overnight, mil duty	68
GB0225SK	25SK.	Past 12 months, overnight, mil duty-SK	69
GB0226	26.	Past 12 months, separate times away	70
RGB0227A		Rec-Away, Op Enduring Freedom	71
RGB0227B		Rec-Away, peacekeep/conting. op	72
RGB0227C		Rec-Away, foreign humanitarian	73
RGB0227D		Rec-Away, unit training	74
RGB0227E		Rec-Away, counter drug ops	75
RGB0227F		Rec-Away, domestic disaster	76
RGB0227G		Rec-Away, sea, scheduled deploy	77
RGB0227H		Rec-Away, other time at sea	78
RGB0227I		Rec-Away, joint training	79
RGB0227J		Rec-Away, military education	80
RGB0227K		Rec-Away, other TDYs/TADs	81
RGB0228	28-R.	Rec-Past 12 mths, total time away	82
RGB0229	29-R.	Rec-Mos complete @ duty loc,current tour	83
RGB0230	30-R.	Rec-Is this permanent duty loc/ship	84
GB0231A	31A.	Currently: a student in military course	85
RGB0231B	31B-R.	Rec-Currently: serving aboard ship sea	86
RGB0231C	31C-R.	Rec-In shore part of ship/shore rota	87
GB0231D	31D.	Currently: MOS not usually held by gend	88
GB0231E	31E.	Currently: work environ gend uncommon	89
GB0231F	31F.	Currently: on deploy away home 30 days	90

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GB0232	32.	Gender of your immediate supervisor	91
RGB0233	33-R.	Rec-Paygrade of your immed supervisor	92
GB0234	34.	Statement describes gend mix of work grp	93
GB0235A	35A.	Agr/disagr: know what is expected of me	94
GB0235B	35B.	Agr/disagr: material/equip to do work	95
GB0235C	35C.	Agr/disagr: opportunity to do best	96
GB0235D	35D.	Agr/disagr: last 7 days, receive recog	97
GB0235E	35E.	Agr/disagr: supv cares about me	98
GB0235F	35F.	Agr/disagr: someone encrgs development	99
GB0235G	35G.	Agr/disagr: my opinions seem to count	100
GB0235H	35H.	Agr/disagr: Svc mission makes job impt	101
GB0235I	35I.	Agr/disagr: coworkers committed to qual	102
GB0235J	35J.	Agr/disagr: have best friend at work	103
GB0235K	35K.	Agr/disagr: talk to me about my progress	104
GB0235L	35L.	Agr/disagr: last yr, opps to learn/grow	105
GB0235M	35M.	Agr/disagr: opp/promo wrk related charac	106
GB0235N	35N.	Agr/disagr: supv helps all feel included	107
GB0235O	35O.	Agr/disagr: trust supv deal fairly	108
GB0235P	35P.	Agr/disagr: employees kept well informed	109
GB0236A	36A.	Agr/disagr: chain of command keep inform	110
GB0236B	36B.	Agr/disagr: request, someone will listen	111
GB0236C	36C.	Agr/disagr: truth, no fear of reprisal	112
GB0236D	36D.	Agr/disagr: balance work/prsnl rspnsblty	113
GB0236E	36E.	Agr/disagr: priorities change frequently	114
GB0236F	36F.	Agr/disagr: supv encrgs lrn from mistake	115
GB0236G	36G.	Agr/disagr: supv, sufficient authority	116
GB0236H	36H.	Agr/disagr: Svc's core values are clear	117
GB0236I	36I.	Agr/disagr: leadership understands probs	118
GB0237A	37A.	Agr/disagr: handling technical-skills	119
GB0237B	37B.	Agr/disagr: handling people-skills	120
GB0237C	37C.	Agr/disagr: handling conceptual-skills	121
GB0237D	37D.	Agr/disagr: communicating	122
GB0237E	37E.	Agr/disagr: decision making	123
GB0237F	37F.	Agr/disagr: motivating	124
GB0237G	37G.	Agr/disagr: developing	125
GB0237H	37H.	Agr/disagr: building	126
GB0237I	37I.	Agr/disagr: learning	127
GB0237J	37J.	Agr/disagr: planning and organizing	128
GB0237K	37K.	Agr/disagr: executing	129
GB0237L	37L.	Agr/disagr: assessing	130
GB0238A	38A.	Agr/disagr: leader, behavior/discipline	131
GB0238B	38B.	Agr/disagr: lead interested in look good	132
GB0238C	38C.	Agr/disagr: impressed w/qual of leader	133
GB0238D	38D.	Agr/disagr: prsnl prob, chain of command	134
GB0238E	38E.	Agr/disagr: lead not concern, treatment	135

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GB0238F	38F.	Agr/disagr: leader interested in career	136
GB0238G	38G.	Agr/disagr: leader treat members w/rspct	137
GB0238H	38H.	Agr/disagr: leaders get cooperation	138
GB0238I	38I.	Agr/disagr: NCOs, good source of support	139
GB0239A	39A.	Agr/disagr: little conflict w/coworkers	140
GB0239B	39B.	Agr/disagr: you like your coworkers	141
GB0239C	39C.	Agr/disagr: coworkers put in effort	142
GB0239D	39D.	Agr/disagr: satis w/cowork relationship	143
GB0239E	39E.	Agr/disagr: work group tend to get along	144
GB0239F	39F.	Agr/disagr: work group willing to help	145
GB0239G	39G.	Agr/disagr: work provides sense of pride	146
GB0239H	39H.	Agr/disagr: work makes good use of skill	147
GB0239I	39I.	Agr/disagr: assignment good for career	148
GB0239J	39J.	Agr/disagr: you like the work you do	149
GB0239K	39K.	Agr/disagr: chance to acquire skills	150
GB0239L	39L.	Agr/disagr: you are satisfied with job	151
GB0240A	40A.	Past 12 mos, target: angry tone of voice	152
GB0240B	40B.	Past 12 mos, target: avoiding you	153
GB0240C	40C.	Past 12 mos, target: making you look bad	154
GB0240D	40D.	Past 12 mos, target: yelling/raise voice	155
GB0240E	40E.	Past 12 mos, target: withholding info	156
GB0240F	40F.	Past 12 mos, target: swearing at you	157
GB0240G	40G.	Past 12 mos, target: talk behind back	158
GB0240H	40H.	Past 12 mos, target: insult, criticize	159
GB0240I	40I.	Past 12 mos, target: offensive/crude	160
GB0240J	40J.	Past 12 mos, target: flaunt status over	161
GB0241	41.	Have you ever had a mentor	162
GB0241SK	41SK.	Have you ever had a mentor-SK	163
GB0242	42.	Who is your current mentor	164
GB0242SP	42SP.	Who is your current mentor-SP	165
GB0243	43.	Is your current mentor...	166-167
GB0244A	44A.	Mentor helpful: teaches job skills	168
GB0244B	44B.	Mentor helpful: feedback, performance	169
GB0244C	44C.	Mentor helpful: assgn challenging task	170
GB0244D	44D.	Mentor helpful: help develop skills	171
GB0244E	44E.	Mentor helpful: support/encouragement	172
GB0244F	44F.	Mentor helpful: prsnl/social guidance	173
GB0244G	44G.	Mentor helpful: career guidance	174
GB0244H	44H.	Mentor helpful: demonstrates trust	175
GB0244I	44I.	Mentor helpful: acts as role model	176
GB0244J	44J.	Mentor helpful: protects you	177
GB0244K	44K.	Mentor helpful: invites you to observe	178
GB0244L	44L.	Mentor helpful: instill Svc core value	179
GB0244M	44M.	Mentor helpful: moral/ethical guidance	180
GB0244N	44N.	Mentor helpful: organizational politic	181

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GB0244O	44O.	Mentor helpful: sponsorship to advance	182
GB0244P	44P.	Mentor helpful: obtain future assignmnt	183
GB0245	45.	Prepared to prfrm wartime job, trng/exp	184
GB0246	46.	Prepared to prfrm wartime job, physical	185
GB0247	47.	Past 12 mos, been too sick to do job	186
GB0248	48.	Past 12 mos, injury suffered at work	187
GB0249	49.	Past 12 mos, injury suffered outside wrk	188
GB0250A	50A.	True/False: I am as healthy as anybody	189
GB0250B	50B.	True/False: I get sick a little easier	190
GB0250C	50C.	True/False: expect health to get worse	191
GB0250D	50D.	True/False: my health is excellent	192
GB0251A	51A.	Pst 4 wk, hlth prb: cut down work time	193
GB0251B	51B.	Pst 4 wk, hlth prb: accomplished less	194
GB0251C	51C.	Pst 4 wk, hlth prb: limit kind of work	195
GB0251D	51D.	Pst 4 wk, hlth prb: diff performing work	196
GB0252A	52A.	Pst 4 wk, emot prb: cut down work time	197
GB0252B	52B.	Pst 4 wk, emot prb: accomplished less	198
GB0252C	52C.	Pst 4 wk, emot prb: work as carefully	199
GB0253A	53A.	Pst 4 wk, time: felt calm and peaceful	200
GB0253B	53A.	Pst 4 wk, time: been very nervous	201
GB0253C	53A.	Pst 4 wk, time: nothing could cheer	202
GB0253D	53A.	Pst 4 wk, time: felt downhearted & blue	203
GB0253E	53A.	Pst 4 wk, time: been a happy person	204
GB0254A	54A.	Pst 12 mo: rated lower than deserve	205
GB0254B	54B.	Pst 12 mo: unjustified neg comments	206
GB0254C	54C.	Pst 12 mo: higher performance standard	207
GB0254D	54D.	Pst 12 mo: did not get award/decoration	208
GB0254E	54E.	Pst 12 mo: assignment not use job skills	209
GB0254F	54F.	Pst 12 mo: assignmnt not good for career	210
GB0254G	54G.	Pst 12 mo: no day-to-day short term task	211
GB0254H	54H.	Pst 12 mo: no mentor for career develop	212
GB0254I	54I.	Pst 12 mo: didn't learn opps for career	213
GB0254J	54J.	Pst 12 mo: no straight answer for promo	214
GB0254K	54K.	Pst 12 mo: excluded from social events	215
GB0254L	54L.	Pst 12 mo: not get job wanted/qual	216
GB0254LS	54LS.	Pst 12 mo: not get job wanted/qual-SK	217
GB0254M	54M.	Pst 12 mo: assign legally open, women	218
RB0254LM		Rec-Comb GB0254L and GB0254M	219
GB0254N	54N.	Pst 12 mo: other personnel actions	220
GB0254SP	54SP.	Pst 12 mo: other personnel actions-SP	221
GB0255A	55A.	Pst 12 mo, freq: offnsv sex story/joke	222
GB0255B	55B.	Pst 12 mo, freq: offensive gender terms	223
GB0255C	55C.	Pst 12 mo, freq: unwelcome sex discuss	224
GB0255D	55D.	Pst 12 mo, freq: treat diff because gend	225
GB0255E	55E.	Pst 12 mo, freq: remark on appearance	226

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GB0255F	55F.	Pst 12 mo, freq: embarrassing gestures	227
GB0255G	55G.	Pst 12 mo, freq: offnsv sexist remarks	228
GB0255H	55H.	Pst 12 mo, freq: romantic/sex relation	229
GB0255I	55I.	Pst 12 mo, freq: put down, gender	230
GB0255J	55J.	Pst 12 mo, freq: ask date after said no	231
GB0255K	55K.	Pst 12 mo, freq: bribed to engage in sex	232
GB0255L	55L.	Pst 12 mo, freq: threat, sex cooperation	233
GB0255M	55M.	Pst 12 mo, freq: touch uncomfortably	234
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GB0277D	77D.	Agr/disagr,date: leadership would ignore	393
GB0277E	77E.	Agr/disagr,date: taken seriously	394
GB0277F	77F.	Agr/disagr,date: risky for person	395
GB0277G	77G.	Agr/disagr,date: corrective action taken	396
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GB0283K	83K.	Extent, ship: investigative office	431
GB0283L	83L.	Extent, ship: enlist, attend training	432
GB0283M	83M.	Extent, ship: officers, attend training	433
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PSW11		Final raking weight for replicate11	491
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PSW40		Final raking weight for replicate40	520
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PSW42		Final raking weight for replicate42	522
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PSW48		Final raking weight for replicate48	528
PSW49		Final raking weight for replicate49	529
PSW50		Final raking weight for replicate50	530
PSW51		Final raking weight for replicate51	531
PSW52		Final raking weight for replicate52	532
PSW53		Final raking weight for replicate53	533
PSW54		Final raking weight for replicate54	534
PSW55		Final raking weight for replicate55	535
PSW56		Final raking weight for replicate56	536
PSW57		Final raking weight for replicate57	537
PSW58		Final raking weight for replicate58	538
PSW59		Final raking weight for replicate59	539
PSW60		Final raking weight for replicate60	540
PSW61		Final raking weight for replicate61	541
PSW62		Final raking weight for replicate62	542
PSW63		Final raking weight for replicate63	543
PSW64		Final raking weight for replicate64	544
PSW65		Final raking weight for replicate65	545
PSW66		Final raking weight for replicate66	546
PSW67		Final raking weight for replicate67	547
PSW68		Final raking weight for replicate68	548
PSW69		Final raking weight for replicate69	549
PSW70		Final raking weight for replicate70	550
PSW71		Final raking weight for replicate71	551
PSW72		Final raking weight for replicate72	552
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PSW83		Final raking weight for replicate83	563
PSW84		Final raking weight for replicate84	564
PSW85		Final raking weight for replicate85	565
PSW86		Final raking weight for replicate86	566
PSW87		Final raking weight for replicate87	567
PSW88		Final raking weight for replicate88	568
PSW89		Final raking weight for replicate89	569
PSW90		Final raking weight for replicate90	570
PSW91		Final raking weight for replicate91	571
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PSW97		Final raking weight for replicate97	577
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PSW99		Final raking weight for replicate99	579
PSW100		Final raking weight for replicate100	580
PSW101		Final raking weight for replicate101	581
PSW102		Final raking weight for replicate102	582
PSW103		Final raking weight for replicate103	583
PSW104		Final raking weight for replicate104	584
PSW105		Final raking weight for replicate105	585
PSW106		Final raking weight for replicate106	586
PSW107		Final raking weight for replicate107	587
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PSW110		Final raking weight for replicate110	590
PSW111		Final raking weight for replicate111	591
PSW112		Final raking weight for replicate112	592
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PSW126		Final raking weight for replicate126	606
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PSW128		Final raking weight for replicate128	608
PSW129		Final raking weight for replicate129	609
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PSW139		Final raking weight for replicate139	619
PSW140		Final raking weight for replicate140	620
PSW141		Final raking weight for replicate141	621
PSW142		Final raking weight for replicate142	622
PSW143		Final raking weight for replicate143	623
PSW144		Final raking weight for replicate144	624
PSW145		Final raking weight for replicate145	625
PSW146		Final raking weight for replicate146	626
PSW147		Final raking weight for replicate147	627
PSW148		Final raking weight for replicate148	628
PSW149		Final raking weight for replicate149	629
PSW150		Final raking weight for replicate150	630
PSW151		Final raking weight for replicate151	631
PSW152		Final raking weight for replicate152	632
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PSW158		Final raking weight for replicate158	638
PSW159		Final raking weight for replicate159	639
PSW160		Final raking weight for replicate160	640
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RXGRADE		Constructed Paygrade: 6 groups	664
XGRADE		Constructed Paygrade	665
XRETH1		Race/Ethnicity 1997 OMB Stndrd:19 levels	666-667
R1XRETH1		Race/Ethnicity 1997 OMB Stndrd:7 levels	668
R2XRETH1		Race/Ethnicity 1997 OMB Stndrd:5 levels	669
SRRACEA	4A.	What is your race: White	670
SRRACEB	4B.	What is your race: Black or African Am	671
SRRACEC	4C.	What is your race: Am Indian/Alaska Nat	672
SRRACED	4D.	What is your race: Asian	673
SRRACEE	4E.	What is your race: Native Hawaiian/PI	674
SRRACEF	4F.	What is your race: other	675
SRRETH1		Race/Ethnic Category	676-677
SRRACESP	4SP.	What is your race: other-SP	678
SRMARST	5.	What is your marital status	679
GB0208	8.	Years of active duty service completed	680-682
GB0209	9.	Which term of service serving now	683
UB0210	10-U.	How likely allowed to stay active duty-U	684
GB0213	13.	Years of service when you leave AD	685-687
UB0221	21-U.	Encourage child to consider military-U	688
UB0222A	22A-U.	Pstv/ngtv: the military, in general-U	689
UB0222B	22B-U.	Pstv/ngtv: career opps in the military-U	690
UB0222C	22C-U.	Pstv/ngtv: serving in mil, not career-U	691
UB0222D	22D-U.	Pstv/ngtv: PT opps in the military-U	692
UB0222E	22E-U.	Pstv/ngtv: career opps, civ fed emply-U	693
UB0222F	22F-U.	Pstv/ngtv: career opps in civ sector-U	694
GB0223	23.	Past 12 months, serve most AD time	695
GB0224	24.	Past 12 months, where lived most AD time	696
UB0222G	22G-U.	Pstv/ngtv: seeking a college education-U	697
GB0223CD	23CD.	Past 12 months, serve most AD time-CD	698-700
UB0226	26-U.	Past 12 months, separate times away-U	701
GB0227A	27A.	Away, mil duty: Op Enduring Freedom	702
GB0227B	27B.	Away, mil duty: peacekeep/conting. op	703
GB0227C	27C.	Away, mil duty: foreign humanitarian	704
GB0227D	27D.	Away, mil duty: unit training	705
GB0227E	27E.	Away, mil duty: counter drug ops	706
GB0227F	27F.	Away, mil duty: domestic disaster	707
GB0227G	27G.	Away, mil duty: sea, scheduled deploy	708
GB0227H	27H.	Away, mil duty: other time at sea	709
GB0227I	27I.	Away, mil duty: joint training	710

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
Confidential Variables -- Survey

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GB0227J	27J.	Away, mil duty: military education	711
GB0227K	27K.	Away, mil duty: other TDYs/TADs	712
UB0227A	27A-U.	Away, mil duty: Op Enduring Freedom-U	713
UB0227B	27B-U.	Away, mil duty: peacekeep/conting. op-U	714
UB0227C	27C-U.	Away, mil duty: foreign humanitarian-U	715
UB0227D	27D-U.	Away, mil duty: unit training-U	716
UB0227E	27E-U.	Away, mil duty: counter drug ops-U	717
UB0227F	27F-U.	Away, mil duty: domestic disaster-U	718
UB0227G	27G-U.	Away, mil duty: sea, scheduled deploy-U	719
UB0227H	27H-U.	Away, mil duty: other time at sea-U	720
UB0227I	27I-U.	Away, mil duty: joint training-U	721
UB0227J	27J-U.	Away, mil duty: military education-U	722
UB0227K	27K-U.	Away, mil duty: other TDYs/TADs-U	723
GB0228	28.	Past 12 months, total length time away	724
UB0228	28-U.	Past 12 months, total length time away-U	725
GB0229	29.	Mos complete at duty loc, current tour	726-730
GB0230	30.	Is this your permanent duty loc/ship	731
GB0231B	31B.	Currently: serving aboard a ship at sea	732
GB0231C	31C.	Currently: part of ship/shore rotation	733
GB0233	33.	Paygrade of your immediate supervisor	734-735
UB0242	42-U.	Who is your current mentor-U	736
UB0242SP	42SP-U.	Who is your current mentor-SP-U	737
UB0243	43-U.	Is your current mentor...-U	738
UB0244A	44A-U.	Mentor helpful: teaches job skills-U	739
UB0244B	44B-U.	Mentor helpful: feedback, performance-U	740
UB0244C	44C-U.	Mentor helpful: assign challenging task-U	741
UB0244D	44D-U.	Mentor helpful: help develop skills-U	742
UB0244E	44E-U.	Mentor helpful: support/encouragement-U	743
UB0244F	44F-U.	Mentor helpful: prsnl/social guidance-U	744
UB0244G	44G-U.	Mentor helpful: career guidance-U	745
UB0244H	44I-U.	Mentor helpful: demonstrates trust-U	746
UB0244I	44H-U.	Mentor helpful: acts as role model-U	747
UB0244J	44J-U.	Mentor helpful: protects you-U	748
UB0244K	44K-U.	Mentor helpful: invites you to observe-U	749
UB0244L	44L-U.	Mentor helpful: instill Svc core value-U	750
UB0244M	44M-U.	Mentor helpful: moral/ethical guidance-U	751
UB0244N	44N-U.	Mentor helpful: organizational politic-U	752
UB0244O	44O-U.	Mentor helpful: sponsorship to advance-U	753
UB0244P	44P-U.	Mentor helpful: obtain future assignmnt-U	754
UB0254M	54M-U.	Pst 12 mo: assign legally open, women-U	755
UB0256	56-U.	Consider Q55 marked as sex harassment-U	756
UB0256SK	56SK-U.	Consider Q55 marked as sex harass-SK-U	757
UB0257A	57A-U.	Pst 12 mo, eff: offnsv sex story/joke-U	758
UB0257B	57B-U.	Pst 12 mo, eff: offensive gender terms-U	759
UB0257C	57C-U.	Pst 12 mo, eff: unwelcome sex discuss-U	760

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
Confidential Variables -- Survey

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
UB0257D	57D-U.	Pst 12 mo, eff: treat diff, gender-U	761
UB0257E	57E-U.	Pst 12 mo, eff: remark on appearance-U	762
UB0257F	57F-U.	Pst 12 mo, eff: embarrassing gestures-U	763
UB0257G	57G-U.	Pst 12 mo, eff: offnsv sexist remarks-U	764
UB0257H	57H-U.	Pst 12 mo, eff: romantic/sex relation-U	765
UB0257I	57I-U.	Pst 12 mo, eff: put down, gender-U	766
UB0257J	57J-U.	Pst 12 mo, eff: ask date after said no-U	767
UB0257K	57K-U.	Pst 12 mo, eff: bribed engage in sex-U	768
UB0257L	57L-U.	Pst 12 mo, eff: thrt, sex cooperation-U	769
UB0257M	57M-U.	Pst 12 mo, eff: touch uncomfortably-U	770
UB0257N	57N-U.	Pst 12 mo, eff: attempt stroke/fondle-U	771
UB0257O	57O-U.	Pst 12 mo, eff: treat bad, refuse sex-U	772
UB0257P	57P-U.	Pst 12 mo, eff: promo, sex cooperative-U	773
UB0257Q	57Q-U.	Pst 12 mo, eff: attempt sex, unsuccess-U	774
UB0257R	57R-U.	Pst 12 mo, eff: sex without consent-U	775
UB0257S	57S-U.	Pst 12 mo, eff: other behavior-U	776
UB0257SP	57SP-U.	Pst 12 mo, eff: other behavior-SP-U	777
UB0258A	58A-U.	Degree of situation: annoying-U	778
UB0258B	58B-U.	Degree of situation: offensive-U	779
UB0258C	58C-U.	Degree of situation: disturbing-U	780
UB0258D	58D-U.	Degree of situation: threatening-U	781
UB0258E	58E-U.	Degree of situation: embarrassing-U	782
UB0258F	58F-U.	Degree of situation: frightening-U	783
UB0259A	59A-U.	Situation occur: at a mil installation-U	784
UB0259B	59B-U.	Situation occur: work (mil duties)-U	785
UB0259C	59C-U.	Situation occur: during duty hours-U	786
UB0259D	59D-U.	Situation occur: local comm by install-U	787
UB0260	60-U.	What was gender of person(s) involved-U	788
UB0261A	61A-U.	Person involved: immediate mil supv-U	789
UB0261B	61B-U.	Person involved: immediate civ supv-U	790
UB0261C	61C-U.	Person involved: unit commander-U	791
UB0261D	61D-U.	Person involved: mil, higher rank-U	792
UB0261E	61E-U.	Person involved: civ, higher rank-U	793
UB0261F	61F-U.	Person involved: military coworkers-U	794
UB0261G	61G-U.	Person involved: civilian coworkers-U	795
UB0261H	61H-U.	Person involved: military subordinates-U	796
UB0261I	61I-U.	Person involved: civilian subordinates-U	797
UB0261J	61J-U.	Person involved: mil train instructor-U	798
UB0261K	61K-U.	Person involved: civ train instructor-U	799
UB0261L	61L-U.	Person involved: other mil persons-U	800
UB0261M	61M-U.	Person involved: other civ persons-U	801
UB0261N	61N-U.	Person involved: other/unknown persons-U	802
UB0262	62-U.	During situation, how often occur-U	803
UB0263	63-U.	How long situation last/been going on-U	804
UB0264	64-U.	Is the situation still going on-U	805

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
Confidential Variables -- Survey

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
UB0265A	65A-U.	What extent you: tried to avoid-U	806
UB0265B	65B-U.	What extent you: tried to forget-U	807
UB0265C	65C-U.	What extent you: told didn't like-U	808
UB0265D	65D-U.	What extent you: stayed out of way-U	809
UB0265E	65E-U.	What extent you: not important-U	810
UB0265F	65F-U.	What extent you: talked to family-U	811
UB0265G	65G-U.	What extent you: talked to coworkers-U	812
UB0265H	65H-U.	What extent you: talked to friends-U	813
UB0265I	65I-U.	What extent you: chaplain/counselor-U	814
UB0265J	65J-U.	What extent you: avoid being alone-U	815
UB0265K	65K-U.	What extent you: told to stop-U	816
UB0265L	65L-U.	What extent you: put up with it-U	817
UB0265M	65M-U.	What extent you: asked to leave alone-U	818
UB0265N	65N-U.	What extent you: blamed self-U	819
UB0265O	65O-U.	What extent you: assumed meant well-U	820
UB0265P	65P-U.	What extent you: prayed about it-U	821
UB0265Q	65Q-U.	What extent you: pretend not to notice-U	822
UB0265R	65R-U.	What extent you: do something else-U	823
UB0266A	66A-U.	Report situation: immediate supervisor-U	824
UB0266B	66B-U.	Report situation: someone in command-U	825
UB0266C	66C-U.	Report situation: supervisor of person-U	826
UB0266D	66D-U.	Report situation: special mil office-U	827
UB0266E	66E-U.	Report situation: other installation-U	828
UB0266CN	66CN-U.	Consistency check for Question 66-U	829
UB0267	67-U.	Answer Yes to at least 1 item in Q66-U	830
UB0267SK	67SK-U.	Answer Yes to at least 1 item in Q53-SK-U	831
UB0268A	68A-U.	Actions taken: person talked to-U	832
UB0268B	68B-U.	Actions taken: complaint investigated-U	833
UB0268C	68C-U.	Actions taken: encrgd drop complaint-U	834
UB0268D	68D-U.	Actions taken: complaint discounted-U	835
UB0268E	68E-U.	Actions taken: no action taken-U	836
UB0269A	69A-U.	Sat w/process: avlblty of info to file-U	837
UB0269B	69B-U.	Sat w/process: trtmnt by pers hndlng-U	838
UB0269C	69C-U.	Sat w/process: amount time to resolve-U	839
UB0269D	69D-U.	Sat w/process: how well kept informed-U	840
UB0269E	69E-U.	Sat w/process: degree privacy protect-U	841
UB0270	70-U.	Is the action still being processed-U	842
UB0270SK	70SK-U.	Is the action still being processed-SK-U	843
UB0271A	71A-U.	Outcome complaint: found true-U	844
UB0271B	71B-U.	Outcome complaint: found untrue-U	845
UB0271C	71C-U.	Outcome complaint: unable to determine-U	846
UB0271D	71D-U.	Outcome complaint: outcome explained-U	847
UB0271E	71E-U.	Outcome complaint: situation corrected-U	848
UB0271F	71F-U.	Outcome complaint: action against prsn-U	849
UB0271G	71G-U.	Outcome complaint: nothing was done-U	850

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
Confidential Variables -- Survey

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
UB0271H	71H-U.	Outcome complaint: action against you-U	851
UB0272	72-U.	How satisfied w/outcome of complaint-U	852
UB0272SP	72SP-U.	How satisfied w/outcome of complnt-SP-U	853
UB0273	73-U.	Report all behaviors marked in Q55-U	854
UB0273SK	73SK-U.	Report all behaviors marked in Q55-SK-U	855
UB0274A	74A-U.	Not report: not important enough-U	856
UB0274B	74B-U.	Not report: didn't know how-U	857
UB0274C	74C-U.	Not report: felt uncomfortable-U	858
UB0274D	74D-U.	Not report: took care of prob by self-U	859
UB0274E	74E-U.	Not report: talk informally, command-U	860
UB0274F	74F-U.	Not report: nothing would be done-U	861
UB0274G	74G-U.	Not report: not believed-U	862
UB0274H	74H-U.	Not report: coworkers angry-U	863
UB0274I	74I-U.	Not report: wanted to fit in-U	864
UB0274J	74J-U.	Not report: too much time/effort-U	865
UB0274K	74K-U.	Not report: labeled troublemaker-U	866
UB0274L	74L-U.	Not report: peer talked out of-U	867
UB0274M	74M-U.	Not report: supv talked out of-U	868
UB0274N	74N-U.	Not report: not hurt feelings/family-U	869
UB0274O	74O-U.	Not report: performance eval suffer-U	870
UB0274P	74P-U.	Not report: afraid retaliation, person-U	871
UB0274Q	74Q-U.	Not report: afraid retaliation, friend-U	872
UB0274R	74R-U.	Not report: afraid retaliation, supv-U	873
UB0274S	74S-U.	Not report: some other reason-U	874
UB0275A	75A-U.	Prob at work: ignored by others-U	875
UB0275B	75B-U.	Prob at work: blamed-U	876
UB0275C	75C-U.	Prob at work: gossip unkind/negative-U	877
UB0275D	75D-U.	Prob at work: lost perk/privileges-U	878
UB0275E	75E-U.	Prob at work: less favorable job duty-U	879
UB0275F	75F-U.	Prob at work: denied opp for training-U	880
UB0275G	75G-U.	Prob at work: unfair job evaluation-U	881
UB0275H	75H-U.	Prob at work: unfairly disciplined-U	882
UB0275I	75I-U.	Prob at work: denied promotion-U	883
UB0275J	75J-U.	Prob at work: transfer less desire job-U	884
UB0275K	75K-U.	Prob at work: unfairly demoted-U	885
UB0275L	75L-U.	Prob at work: mistreated other way-U	886
GB0281	81.	Num times train on sex harassment	887
UB0281	81-U.	Hours of training on sex harassment-U	888
UB0282A	82A-U.	Agr/disagr, train: undrstnd word/actn-U	889
UB0282B	82B-U.	Agr/disagr, train: reduce cohesion/eff-U	890
UB0282C	82C-U.	Agr/disagr, train: diff to pfrm duty-U	891
UB0282D	82D-U.	Agr/disagr, train: idntfy offnsv behav-U	892
UB0282E	82E-U.	Agr/disagr, train: tool for sex harass-U	893
UB0282F	82F-U.	Agr/disagr, train: safe to complain-U	894
UB0282G	82G-U.	Agr/disagr, train: info on sex harass-U	895

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
Confidential Variables -- Analysis and Weighting

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
AD1CC		Non-response adjust cell	896-901
AD1F0		FS UNK Elig nonresponse adj factor	902-907
AD1W0		FS UNK Elig Non-response adj weight	908-925
AD2F0		FS Elig Non-response adj factor	926-930
AD2W0		FS Elig Non-response adj weight	931-949
BSWGT0		Base weight	950-958
CAS_ELIG		CASRO Eligibility Disposition code	959
ELIG_R		Eligibility	960
F_ELIG		Frame eligibility	961
INDEC		In Dec Frame file indicator	962
INDEERS		In Deers flag	963
INMAY		In May Frame file indicator	964
PSCC		Raking collapsed cell	965-966
PSF0		Raking adjustment factor	967-1025
PSTATUS		Raking disp code	1026
PSTCELL		Raking cell	1027-1028
RSTATUS		WGR Resp Status	1029



STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
Confidential Variables -- Operations

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
BATCH		DRC batch number applied for scanning	1030-1040
SERIAL		DRC serial number applied for scanning	1041
LITHO		DRC mail identification number	1042
INRECNO		Master SCS ID Number	1043
DENTDATE		Date survey scanned	1044-1048
INCWEB		Incomplete Web Flag	1049
MAILTYP		Mail Type	1050
BLKREAS		Reason survey returned blank	1051
DUPRET		Multiple returns - excludes blanks	1052
DUPRET2		Multiple returns - includes blanks	1053
SCSINEL		Reason reported for ineligibility	1054
REFUSE		Refused	1055
FLAG_FIN		Final Disposition	1056-1060
SURVMAIL		Mailing Number	1061
DARVDATE		Date survey arrived	1062-1066

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
Confidential Variables -- Sampling and Record Data

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
RANKABB		Abbreviated Rank	1067-1069
TAFMS		Total Active Federal Military Service	1070-1084
EDUC		Education	1085
PAYGRDE		Pay Grade	1086
AGE		Current Age	1087-1088
ETSDATE		ETS Date	1089
OCCAWAY2		Ranges Mnths Away for Duty Occptns strat	1090
GB01CELL		Stratification Cell (stratum)	1091
RACE		Race Code	1092
ETH		Ethnic Group Code	1093-1094
RACETH		Race Ethnic Code	1095
SVC		Service	1096
CSERVICE		Service Stratification variable	1097
CPAYGRP4		Paygrade Group 4	1098
OCCAWAY3		Ranges Months Away For Duty Occupations	1099
POPSAMP		Population/sample flag	1100
STRAT		Stratum Level	1101-1110
NSTRAT		Stratum population count	1111-1119
NSAMP		Stratum sample size	1120-1127
CINC		CinCs	1128
CCONUS		CONUS	1129
DDOCAREA		Duty Occupation Area	1130
OCCAWAY6		6 Ranges Mnths Away For Duty Occupations	1131
CPAYGRP1		Paygrade Group 1 Stratification variable	1132
CPAYGRP2		Paygrade Group 2	1133
CPAYGRP3		Paygrade Group 3	1134
CREGINS		Regions	1135
CSEX		Gender Stratification variable	1136
SEX		Sex	1137
CRACECAT		Race/Ethnic Category 2 Strat variable	1138
DMDCID		Unique Identifier for the population	1139
MARITAL		Marital Status Code	1140
FLG_DR		DEERS file match flag	1141
PNLCATCD		Personnel Category Code	1142
PNLERSN		Personnel End Reason Code	1143
PNLEDDT		Personnel End Calendar Date	1144
PNLECTYP		Personnel Entitlement Condition Type Cde	1145
PNLECERS		Personnel Entitlement Cond. End Rsn Code	1146
PNLECEDT		Personnel Entitlement End Calendar Date	1147
PNDTHCD		Person Death Code	1148
ELIG		Eligibility Code	1149
EXPGROUP		Unit Address Experimental Group	1150
VALREC		Valid Record (eligible by svc)	1151
QCOMP		Questions Completed Count	1152-1159
QCOMP		Questions Completed Proportion	1160-1167

STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations  
Confidential Variables -- Sampling and Record Data

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
CRITFLAG		Critical Questions Complete Flag	1168
COMPFLAG		Questionnaire Complete Flag	1169
WEBSTAT		Web survey status code	1170
HISP_NI		Hispanic ethnicity, no imputation	1171
HISP_IM		Hisp ethnicity, imputation for svy misng	1172
HISPIMPFF		Flag Hisp ethncty imputed from rcrd data	1173
R_OV_NI		Race - Other Valid - No Imputations	1174-1175
E_OV_NI		Ethnic Race - Other Valid-No Imputations	1176-1178
OV_IMFLG		Other Valid - Imputed 4 Missing - Flag	1179
E_OV_IM		Ethnic Race-Other Valid-Impute 4 Missing	1180-1182
XGRADEF		Paygrade impute flag:0=No, 1=Admin	1183
XSVCF		Service impute flag:0=No, 1=Admin	1184
XSEXF		Gender Impute Flag:0=No, 1=Admin	1185



## **APPENDIX H**

### **OS FLAT FILE LAYOUT**



Variable	Type	Start	Stop	Length	Label
XSEX	Num	0001	0002	02	Constructed Gender
RSRED	Num	0003	0004	02	Rec-Highest degree/level of school Comp
R2XRETH	Num	0005	0006	02	Rec-Race/Ethnicity
RSRMARST	Num	0007	0008	02	Rec-Marrital status
XSVC	Num	0009	0010	02	Constructed Service Component
RXGRADE5	Num	0011	0012	02	Constructed Paygrade: 5 groups
RGB0208	Num	0013	0014	02	REC-Yrs of active duty service completed
RGB0209	Num	0015	0016	02	Rec-Which term of service serving now
GB0209SK	Num	0017	0018	02	Which term of service serving now-SK
GB0210	Num	0019	0020	02	How likely allowed to stay active duty
GB0211	Num	0021	0022	02	How likely you would stay on active duty
GB0212	Num	0023	0024	02	How likely stay in military 20 years
RGB0213	Num	0025	0026	02	REC-Yrs of service when you leave AD
GB0213CN	Num	0027	0028	02	Consistency check for question 13
GB0214	Num	0029	0030	02	In gen'l, life better/worse than expect
GB0215	Num	0031	0032	02	In gen'l, work better/worse than expect
GB0216A	Num	0033	0034	02	Sat/dissat: Basic Pay
GB0216B	Num	0035	0036	02	Sat/dissat: special and incentive pays
GB0216C	Num	0037	0038	02	Sat/dissat: Basic Allowance Subsistence
GB0216D	Num	0039	0040	02	Sat/dissat: Basic Allowance for Housing
GB0216E	Num	0041	0042	02	Sat/dissat: retirement pay you would get
GB0216F	Num	0043	0044	02	Sat/dissat: COLA to retirement pay
GB0216G	Num	0045	0046	02	Sat/dissat: availability med care, you
GB0216H	Num	0047	0048	02	Sat/dissat: availability med care, fam
GB0216I	Num	0049	0050	02	Sat/dissat: quality of med care, you
GB0216J	Num	0051	0052	02	Sat/dissat: quality of med care, family
GB0216K	Num	0053	0054	02	Sat/dissat: out of pocket cost for med
GB0216L	Num	0055	0056	02	Sat/dissat: availability of childcare
GB0216M	Num	0057	0058	02	Sat/dissat: quality of childcare
GB0216N	Num	0059	0060	02	Sat/dissat: affordability of childcare
GB0216O	Num	0061	0062	02	Sat/dissat: family support services
GB0216P	Num	0063	0064	02	Sat/dissat: quality of your cur residenc
GB0216Q	Num	0065	0066	02	Sat/dissat: quality of work environment
GB0216R	Num	0067	0068	02	Sat/dissat: opps for civilian education
GB0216S	Num	0069	0070	02	Sat/dissat: opps for prof. development
GB0216T	Num	0071	0072	02	Sat/dissat: level care/concern by supvs
GB0216U	Num	0073	0074	02	Sat/dissat: quality of leadership
GB0216V	Num	0075	0076	02	Sat/dissat: your career, in general
GB0217A	Num	0077	0078	02	Agr/disagr: Svc inspires you to do best
GB0217B	Num	0079	0080	02	Agr/disagr: will sacrifice to help Svc
GB0217C	Num	0081	0082	02	Agr/disagr: glad you are part of Service
GB0217D	Num	0083	0084	02	Agr/disagr: not willing to help your Svc
GB0218A	Num	0085	0086	02	Past 6 mo, thought about leaving mil
GB0218B	Num	0087	0088	02	Past 6 mo, wondered about life as a civ
GB0218C	Num	0089	0090	02	Past 6 mo, discuss leaving w/fam, friend
GB0218D	Num	0091	0092	02	Past 6 mo, talk about leaving w/supv
GB0218E	Num	0093	0094	02	Past 6 mo, gathered info about college
GB0218F	Num	0095	0096	02	Past 6 mo, gathered info about civ jobs
GB0218G	Num	0097	0098	02	Past 6 mo, attended prog about civ emply
GB0218H	Num	0099	0100	02	Past 6 mo, prepared a resume
GB0218I	Num	0101	0102	02	Past 6 mo, applied for a job
GB0218J	Num	0103	0104	02	Past 6 mo, interviewed for a job
GB0219A	Num	0105	0106	02	Recommend friend join service: male

GB0219B	Num	0107	0108	02	Recommend friend join service: female
GB0220	Num	0109	0110	02	Chldrn 10 > talk about career/job/edu
GB0220SK	Num	0111	0112	02	Chldrn 10 > talk about career/job/edu-SK
GB0221	Num	0113	0114	02	Encourage child to consider military
GB0222A	Num	0115	0116	02	Pstv/ngtv: the military, in general
GB0222B	Num	0117	0118	02	Pstv/ngtv: career opps in the military
GB0222C	Num	0119	0120	02	Pstv/ngtv: serving in mil, not career
GB0222D	Num	0121	0122	02	Pstv/ngtv: PT opps in the military
GB0222E	Num	0123	0124	02	Pstv/ngtv: career opps, civ fed emply
GB0222F	Num	0125	0126	02	Pstv/ngtv: career opps in civ sector
GB0222G	Num	0127	0128	02	Pstv/ngtv: seeking a college education
RGB0223	Num	0129	0130	02	Rec-Past 12 months, served mos AD time
GB0223SP	Num	0131	0132	02	Past 12 months, serve most AD time-SP
RGB0224	Num	0133	0134	02	Rec-Past 12 mths, where lived AD time
GB0225	Num	0135	0136	02	Past 12 months, overnight, mil duty
GB0225SK	Num	0137	0138	02	Past 12 months, overnight, mil duty-SK
GB0226	Num	0139	0140	02	Past 12 months, separate times away
RGB0227A	Num	0141	0142	02	Rec-Away, Op Enduring Freedom
RGB0227B	Num	0143	0144	02	Rec-Away, peacekeep/conting. op
RGB0227C	Num	0145	0146	02	Rec-Away, foreign humanitarian
RGB0227D	Num	0147	0148	02	Rec-Away, unit training
RGB0227E	Num	0149	0150	02	Rec-Away, counter drug ops
RGB0227F	Num	0151	0152	02	Rec-Away, domestic disaster
RGB0227G	Num	0153	0154	02	Rec-Away, sea, scheduled deploy
RGB0227H	Num	0155	0156	02	Rec-Away, other time at sea
RGB0227I	Num	0157	0158	02	Rec-Away, joint training
RGB0227J	Num	0159	0160	02	Rec-Away, military education
RGB0227K	Num	0161	0162	02	Rec-Away, other TDYs/TADs
RGB0228	Num	0163	0164	02	Rec-Past 12 mths, total time away
RGB0229	Num	0165	0166	02	REC-Mos complete @ duty loc,current tour
RGB0230	Num	0167	0168	02	Rec-Is this permanent duty loc/ship
GB0231A	Num	0169	0170	02	Currently: a student in military course
RGB0231B	Num	0171	0172	02	Rec-Currently: serving aboard ship sea
RGB0231C	Num	0173	0174	02	Rec-In shore part of ship/shore rota
GB0231D	Num	0175	0176	02	Currently: MOS not usually held by gend
GB0231E	Num	0177	0178	02	Currently: work environ gend uncommon
GB0231F	Num	0179	0180	02	Currently: on deploy away home 30 days
GB0232	Num	0181	0182	02	Gender of your immediate supervisor
RGB0233	Num	0183	0184	02	Rec-Paygrade of your immed supervisor
GB0234	Num	0185	0186	02	Statement describes gend mix of work grp
GB0235A	Num	0187	0188	02	Agr/disagr: know what is expected of me
GB0235B	Num	0189	0190	02	Agr/disagr: material/equip to do work
GB0235C	Num	0191	0192	02	Agr/disagr: opportunity to do best
GB0235D	Num	0193	0194	02	Agr/disagr: last 7 days, receive recog
GB0235E	Num	0195	0196	02	Agr/disagr: supv cares about me
GB0235F	Num	0197	0198	02	Agr/disagr: someone encrgs development
GB0235G	Num	0199	0200	02	Agr/disagr: my opinions seem to count
GB0235H	Num	0201	0202	02	Agr/disagr: Svc mission makes job impt
GB0235I	Num	0203	0204	02	Agr/disagr: coworkers committed to qual
GB0235J	Num	0205	0206	02	Agr/disagr: have best friend at work
GB0235K	Num	0207	0208	02	Agr/disagr: talk to me about my progress
GB0235L	Num	0209	0210	02	Agr/disagr: last yr, opps to learn/grow
GB0235M	Num	0211	0212	02	Agr/disagr: opp/promo wrk related charac
GB0235N	Num	0213	0214	02	Agr/disagr: supv helps all feel included



GB0235O	Num	0215	0216	02	Agr/disagr: trust supv deal fairly
GB0235P	Num	0217	0218	02	Agr/disagr: employees kept well informed
GB0236A	Num	0219	0220	02	Agr/disagr: chain of command keep inform
GB0236B	Num	0221	0222	02	Agr/disagr: request, someone will listen
GB0236C	Num	0223	0224	02	Agr/disagr: truth, no fear of reprisal
GB0236D	Num	0225	0226	02	Agr/disagr: balance work/prsnl rspnsblty
GB0236E	Num	0227	0228	02	Agr/disagr: priorities change frequently
GB0236F	Num	0229	0230	02	Agr/disagr: supv encrgs lrn from mistake
GB0236G	Num	0231	0232	02	Agr/disagr: supv, sufficient authority
GB0236H	Num	0233	0234	02	Agr/disagr: Svc's core values are clear
GB0236I	Num	0235	0236	02	Agr/disagr: leadership understands probs
GB0237A	Num	0237	0238	02	Agr/disagr: handling technical-skills
GB0237B	Num	0239	0240	02	Agr/disagr: handling people-skills
GB0237C	Num	0241	0242	02	Agr/disagr: handling conceptual-skills
GB0237D	Num	0243	0244	02	Agr/disagr: communicating
GB0237E	Num	0245	0246	02	Agr/disagr: decision making
GB0237F	Num	0247	0248	02	Agr/disagr: motivating
GB0237G	Num	0249	0250	02	Agr/disagr: developing
GB0237H	Num	0251	0252	02	Agr/disagr: building
GB0237I	Num	0253	0254	02	Agr/disagr: learning
GB0237J	Num	0255	0256	02	Agr/disagr: planning and organizing
GB0237K	Num	0257	0258	02	Agr/disagr: executing
GB0237L	Num	0259	0260	02	Agr/disagr: assessing
GB0238A	Num	0261	0262	02	Agr/disagr: leader, behavior/discipline
GB0238B	Num	0263	0264	02	Agr/disagr: lead interested in look good
GB0238C	Num	0265	0266	02	Agr/disagr: impressed w/qual of leader
GB0238D	Num	0267	0268	02	Agr/disagr: prsnl prob, chain of command
GB0238E	Num	0269	0270	02	Agr/disagr: lead not concern, treatment
GB0238F	Num	0271	0272	02	Agr/disagr: leader interested in career
GB0238G	Num	0273	0274	02	Agr/disagr: leader treat members w/rspct
GB0238H	Num	0275	0276	02	Agr/disagr: leaders get cooperation
GB0238I	Num	0277	0278	02	Agr/disagr: NCOs, good source of support
GB0239A	Num	0279	0280	02	Agr/disagr: little conflict w/coworkers
GB0239B	Num	0281	0282	02	Agr/disagr: you like your coworkers
GB0239C	Num	0283	0284	02	Agr/disagr: coworkers put in effort
GB0239D	Num	0285	0286	02	Agr/disagr: satis w/cowork relationship
GB0239E	Num	0287	0288	02	Agr/disagr: work group tend to get along
GB0239F	Num	0289	0290	02	Agr/disagr: work group willing to help
GB0239G	Num	0291	0292	02	Agr/disagr: work provides sense of pride
GB0239H	Num	0293	0294	02	Agr/disagr: work makes good use of skill
GB0239I	Num	0295	0296	02	Agr/disagr: assignment good for career
GB0239J	Num	0297	0298	02	Agr/disagr: you like the work you do
GB0239K	Num	0299	0300	02	Agr/disagr: chance to acquire skills
GB0239L	Num	0301	0302	02	Agr/disagr: you are satisfied with job
GB0240A	Num	0303	0304	02	Past 12 mos, target: angry tone of voice
GB0240B	Num	0305	0306	02	Past 12 mos, target: avoiding you
GB0240C	Num	0307	0308	02	Past 12 mos, target: making you look bad
GB0240D	Num	0309	0310	02	Past 12 mos, target: yelling/raise voice
GB0240E	Num	0311	0312	02	Past 12 mos, target: withholding info
GB0240F	Num	0313	0314	02	Past 12 mos, target: swearing at you
GB0240G	Num	0315	0316	02	Past 12 mos, target: talk behind back
GB0240H	Num	0317	0318	02	Past 12 mos, target: insult, criticize
GB0240I	Num	0319	0320	02	Past 12 mos, target: offensive/crude
GB0240J	Num	0321	0322	02	Past 12 mos, target: flaunt status over

GB0241	Num	0323	0324	02	Have you ever had a mentor
GB0241SK	Num	0325	0326	02	Have you ever had a mentor-SK
GB0242	Num	0327	0328	02	Who is your current mentor
GB0242SP	Num	0329	0330	02	Who is your current mentor-SP
GB0243	Num	0331	0332	02	Is your current mentor...
GB0244A	Num	0333	0334	02	Mentor helpful: teaches job skills
GB0244B	Num	0335	0336	02	Mentor helpful: feedback, performance
GB0244C	Num	0337	0338	02	Mentor helpful: assign challenging task
GB0244D	Num	0339	0340	02	Mentor helpful: help develop skills
GB0244E	Num	0341	0342	02	Mentor helpful: support/encouragement
GB0244F	Num	0343	0344	02	Mentor helpful: prsnl/social guidance
GB0244G	Num	0345	0346	02	Mentor helpful: career guidance
GB0244H	Num	0347	0348	02	Mentor helpful: demonstrates trust
GB0244I	Num	0349	0350	02	Mentor helpful: acts as role model
GB0244J	Num	0351	0352	02	Mentor helpful: protects you
GB0244K	Num	0353	0354	02	Mentor helpful: invites you to observe
GB0244L	Num	0355	0356	02	Mentor helpful: instill Svc core value
GB0244M	Num	0357	0358	02	Mentor helpful: moral/ethical guidance
GB0244N	Num	0359	0360	02	Mentor helpful: organizational politic
GB0244O	Num	0361	0362	02	Mentor helpful: sponsorship to advance
GB0244P	Num	0363	0364	02	Mentor helpful: obtain future assignmnt
GB0245	Num	0365	0366	02	Prepared to prfrm wartime job, trng/exp
GB0246	Num	0367	0368	02	Prepared to prfrm wartime job, physical
GB0247	Num	0369	0370	02	Past 12 mos, been too sick to do job
GB0248	Num	0371	0372	02	Past 12 mos, injury suffered at work
GB0249	Num	0373	0374	02	Past 12 mos, injury suffered outside wrk
GB0250A	Num	0375	0376	02	True/False: I am as healthy as anybody
GB0250B	Num	0377	0378	02	True/False: I get sick a little easier
GB0250C	Num	0379	0380	02	True/False: expect health to get worse
GB0250D	Num	0381	0382	02	True/False: my health is excellent
GB0251A	Num	0383	0384	02	Pst 4 wk, hlth prb: cut down work time
GB0251B	Num	0385	0386	02	Pst 4 wk, hlth prb: accomplished less
GB0251C	Num	0387	0388	02	Pst 4 wk, hlth prb: limit kind of work
GB0251D	Num	0389	0390	02	Pst 4 wk, hlth prb: diff performing work
GB0252A	Num	0391	0392	02	Pst 4 wk, emot prb: cut down work time
GB0252B	Num	0393	0394	02	Pst 4 wk, emot prb: accomplished less
GB0252C	Num	0395	0396	02	Pst 4 wk, emot prb: work as carefully
GB0253A	Num	0397	0398	02	Pst 4 wk, time: felt calm and peaceful
GB0253B	Num	0399	0400	02	Pst 4 wk, time: been very nervous
GB0253C	Num	0401	0402	02	Pst 4 wk, time: nothing could cheer
GB0253D	Num	0403	0404	02	Pst 4 wk, time: felt downhearted & blue
GB0253E	Num	0405	0406	02	Pst 4 wk, time: been a happy person
GB0254A	Num	0407	0408	02	Pst 12 mo: rated lower than deserve
GB0254B	Num	0409	0410	02	Pst 12 mo: unjustified neg comments
GB0254C	Num	0411	0412	02	Pst 12 mo: higher performance standard
GB0254D	Num	0413	0414	02	Pst 12 mo: did not get award/decoration
GB0254E	Num	0415	0416	02	Pst 12 mo: assignment not use job skills
GB0254F	Num	0417	0418	02	Pst 12 mo: assignmnt not good for career
GB0254G	Num	0419	0420	02	Pst 12 mo: no day-to-day short term task
GB0254H	Num	0421	0422	02	Pst 12 mo: no mentor for career develop
GB0254I	Num	0423	0424	02	Pst 12 mo: didn't learn opps for career
GB0254J	Num	0425	0426	02	Pst 12 mo: no straight answer for promo
GB0254K	Num	0427	0428	02	Pst 12 mo: excluded from social events
GB0254L	Num	0429	0430	02	Pst 12 mo: not get job wanted/qual

GB0254LS	Num	0431	0432	02	Pst 12 mo: not get job wanted/qual-SK
GB0254M	Num	0433	0434	02	Pst 12 mo: assign legally open, women
RB0254LM	Num	0435	0436	02	Rec-Comb GB0254L and GB0254M
GB0254N	Num	0437	0438	02	Pst 12 mo: other personnel actions
GB0254SP	Num	0439	0440	02	Pst 12 mo: other personnel actions-SP
GB0255A	Num	0441	0442	02	Pst 12 mo, freq: offnsv sex story/joke
GB0255B	Num	0443	0444	02	Pst 12 mo, freq: offensive gender terms
GB0255C	Num	0445	0446	02	Pst 12 mo, freq: unwelcome sex discuss
GB0255D	Num	0447	0448	02	Pst 12 mo, freq: treat diff because gend
GB0255E	Num	0449	0450	02	Pst 12 mo, freq: remark on appearance
GB0255F	Num	0451	0452	02	Pst 12 mo, freq: embarrassing gestures
GB0255G	Num	0453	0454	02	Pst 12 mo, freq: offnsv sexist remarks
GB0255H	Num	0455	0456	02	Pst 12 mo, freq: romantic/sex relation
GB0255I	Num	0457	0458	02	Pst 12 mo, freq: put down, gender
GB0255J	Num	0459	0460	02	Pst 12 mo, freq: ask date after said no
GB0255K	Num	0461	0462	02	Pst 12 mo, freq: bribed to engage in sex
GB0255L	Num	0463	0464	02	Pst 12 mo, freq: threat, sex cooperation
GB0255M	Num	0465	0466	02	Pst 12 mo, freq: touch uncomfortably
GB0255N	Num	0467	0468	02	Pst 12 mo, freq: attempt stroke/fondle
GB0255O	Num	0469	0470	02	Pst 12 mo, freq: treat bad, refuse sex
GB0255P	Num	0471	0472	02	Pst 12 mo, freq: promo, sex cooperative
GB0255Q	Num	0473	0474	02	Pst 12 mo, freq: attempt sex, unsuccess
GB0255R	Num	0475	0476	02	Pst 12 mo, freq: sex without consent
GB0255S	Num	0477	0478	02	Pst 12 mo, freq: other behavior
CRDBVR2	Num	0479	0480	02	Exper. Incid of Crude Offensive Behavior
SEXATTN2	Num	0481	0482	02	Exper Incid of Unwanted Sexual Attention
SEXCOER2	Num	0483	0484	02	Experienced Incidents of Sexual Coercion
SEXBEH2	Num	0485	0486	02	Experienced Incidents of Sexual Behavior
SEXASSA2	Num	0487	0488	02	Experienced Incidents of Sexual Assault
OTHRBEH2	Num	0489	0490	02	Experienced Incidents of Other Behavior
SEXHAR2	Num	0491	0492	02	Exper. Incid & Labeled Sexual Harassment
GB0255SP	Num	0493	0494	02	Pst 12 mo, freq: other behavior-SP
GB0255CN	Num	0495	0496	02	Consistency check for question 55
GB0256	Num	0497	0498	02	Consider Q55 marked as sex harassment
GB0256SK	Num	0499	0500	02	Consider Q55 marked as sex harass-SK
GB0257A	Num	0501	0502	02	Pst 12 mo, eff: offnsv sex story/joke
GB0257B	Num	0503	0504	02	Pst 12 mo, eff: offensive gender terms
GB0257C	Num	0505	0506	02	Pst 12 mo, eff: unwelcome sex discuss
GB0257D	Num	0507	0508	02	Pst 12 mo, eff: treat diff, gender
GB0257E	Num	0509	0510	02	Pst 12 mo, eff: remark on appearance
GB0257F	Num	0511	0512	02	Pst 12 mo, eff: embarrassing gestures
GB0257G	Num	0513	0514	02	Pst 12 mo, eff: offnsv sexist remarks
GB0257H	Num	0515	0516	02	Pst 12 mo, eff: romantic/sex relation
GB0257I	Num	0517	0518	02	Pst 12 mo, eff: put down, gender
GB0257J	Num	0519	0520	02	Pst 12 mo, eff: ask date after said no
GB0257K	Num	0521	0522	02	Pst 12 mo, eff: bribed engage in sex
GB0257L	Num	0523	0524	02	Pst 12 mo, eff: thrt, sex cooperation
GB0257M	Num	0525	0526	02	Pst 12 mo, eff: touch uncomfortably
GB0257N	Num	0527	0528	02	Pst 12 mo, eff: attempt stroke/fondle
GB0257O	Num	0529	0530	02	Pst 12 mo, eff: treat bad, refuse sex
GB0257P	Num	0531	0532	02	Pst 12 mo, eff: promo, sex cooperative
GB0257Q	Num	0533	0534	02	Pst 12 mo, eff: attempt sex, unsuccess
GB0257R	Num	0535	0536	02	Pst 12 mo, eff: sex without consent
GB0257S	Num	0537	0538	02	Pst 12 mo, eff: other behavior

GB0257SP	Num	0539	0540	02	Pst 12 mo, eff: other behavior-SP
GB0258A	Num	0541	0542	02	Degree of situation: annoying
GB0258B	Num	0543	0544	02	Degree of situation: offensive
GB0258C	Num	0545	0546	02	Degree of situation: disturbing
GB0258D	Num	0547	0548	02	Degree of situation: threatening
GB0258E	Num	0549	0550	02	Degree of situation: embarrassing
GB0258F	Num	0551	0552	02	Degree of situation: frightening
GB0259A	Num	0553	0554	02	Situation occur: at a mil installation
GB0259B	Num	0555	0556	02	Situation occur: work (mil duties)
GB0259C	Num	0557	0558	02	Situation occur: during duty hours
GB0259D	Num	0559	0560	02	Situation occur: local comm by install
GB0260	Num	0561	0562	02	What was gender of person(s) involved
GB0261A	Num	0563	0564	02	Person involved: immediate mil supv
GB0261B	Num	0565	0566	02	Person involved: immediate civ supv
GB0261C	Num	0567	0568	02	Person involved: unit commander
GB0261D	Num	0569	0570	02	Person involved: mil, higher rank
GB0261E	Num	0571	0572	02	Person involved: civ, higher rank
GB0261F	Num	0573	0574	02	Person involved: military coworkers
GB0261G	Num	0575	0576	02	Person involved: civilian coworkers
GB0261H	Num	0577	0578	02	Person involved: military subordinates
GB0261I	Num	0579	0580	02	Person involved: civilian subordinates
GB0261J	Num	0581	0582	02	Person involved: mil train instructor
GB0261K	Num	0583	0584	02	Person involved: civ train instructor
GB0261L	Num	0585	0586	02	Person involved: other mil persons
GB0261M	Num	0587	0588	02	Person involved: other civ persons
GB0261N	Num	0589	0590	02	Person involved: other/unknown persons
GB0262	Num	0591	0592	02	During situation, how often occur
GB0263	Num	0593	0594	02	How long situation last/been going on
GB0264	Num	0595	0596	02	Is the situation still going on
GB0265A	Num	0597	0598	02	What extent you: tried to avoid
GB0265B	Num	0599	0600	02	What extent you: tried to forget
GB0265C	Num	0601	0602	02	What extent you: told didn't like
GB0265D	Num	0603	0604	02	What extent you: stayed out of way
GB0265E	Num	0605	0606	02	What extent you: not important
GB0265F	Num	0607	0608	02	What extent you: talked to family
GB0265G	Num	0609	0610	02	What extent you: talked to coworkers
GB0265H	Num	0611	0612	02	What extent you: talked to friends
GB0265I	Num	0613	0614	02	What extent you: chaplain/counselor
GB0265J	Num	0615	0616	02	What extent you: avoid being alone
GB0265K	Num	0617	0618	02	What extent you: told to stop
GB0265L	Num	0619	0620	02	What extent you: put up with it
GB0265M	Num	0621	0622	02	What extent you: asked to leave alone
GB0265N	Num	0623	0624	02	What extent you: blamed self
GB0265O	Num	0625	0626	02	What extent you: assumed meant well
GB0265P	Num	0627	0628	02	What extent you: prayed about it
GB0265Q	Num	0629	0630	02	What extent you: pretend not to notice
GB0265R	Num	0631	0632	02	What extent you: do something else
GB0266A	Num	0633	0634	02	Report situation: immediate supervisor
GB0266B	Num	0635	0636	02	Report situation: someone in command
GB0266C	Num	0637	0638	02	Report situation: supervisor of person
GB0266D	Num	0639	0640	02	Report situation: special mil office
GB0266E	Num	0641	0642	02	Report situation: other installation
GB0266CN	Num	0643	0644	02	Consistency check for Question 66
GB0267	Num	0645	0646	02	Answer Yes to at least 1 item in Q66

GB0267SK	Num	0647	0648	02	Answer Yes to at least 1 item in Q66-SK
GB0268A	Num	0649	0650	02	Actions taken: person talked to
GB0268B	Num	0651	0652	02	Actions taken: complaint investigated
GB0268C	Num	0653	0654	02	Actions taken: encrgd drop complaint
GB0268D	Num	0655	0656	02	Actions taken: complaint discounted
GB0268E	Num	0657	0658	02	Actions taken: no action taken
GB0269A	Num	0659	0660	02	Sat w/process: avlblty of info to file
GB0269B	Num	0661	0662	02	Sat w/process: trtmnt by pers hndlng
GB0269C	Num	0663	0664	02	Sat w/process: amount time to resolve
GB0269D	Num	0665	0666	02	Sat w/process: how well kept informed
GB0269E	Num	0667	0668	02	Sat w/process: degree privacy protect
GB0270	Num	0669	0670	02	Is the action still being processed
GB0270SK	Num	0671	0672	02	Is the action still being processed-SK
GB0271A	Num	0673	0674	02	Outcome complaint: found true
GB0271B	Num	0675	0676	02	Outcome complaint: found untrue
GB0271C	Num	0677	0678	02	Outcome complaint: unable to determine
GB0271D	Num	0679	0680	02	Outcome complaint: outcome explained
GB0271E	Num	0681	0682	02	Outcome complaint: situation corrected
GB0271F	Num	0683	0684	02	Outcome complaint: action against prsn
GB0271G	Num	0685	0686	02	Outcome complaint: nothing was done
GB0271H	Num	0687	0688	02	Outcome complaint: action against you
GB0272	Num	0689	0690	02	How satisfied w/outcome of complaint
GB0272SP	Num	0691	0692	02	How satisfied w/outcome of complnt-SP
GB0273	Num	0693	0694	02	Report all behaviors marked in Q55
GB0273SK	Num	0695	0696	02	Report all behaviors marked in Q55-SK
GB0274A	Num	0697	0698	02	Not report: not important enough
GB0274B	Num	0699	0700	02	Not report: didn't know how
GB0274C	Num	0701	0702	02	Not report: felt uncomfortable
GB0274D	Num	0703	0704	02	Not report: took care of prob by self
GB0274E	Num	0705	0706	02	Not report: talk informally, command
GB0274F	Num	0707	0708	02	Not report: nothing would be done
GB0274G	Num	0709	0710	02	Not report: not believed
GB0274H	Num	0711	0712	02	Not report: coworkers angry
GB0274I	Num	0713	0714	02	Not report: wanted to fit in
GB0274J	Num	0715	0716	02	Not report: too much time/effort
GB0274K	Num	0717	0718	02	Not report: labeled troublemaker
GB0274L	Num	0719	0720	02	Not report: peer talked out of
GB0274M	Num	0721	0722	02	Not report: supv talked out of
GB0274N	Num	0723	0724	02	Not report: not hurt feelings/family
GB0274O	Num	0725	0726	02	Not report: performance eval suffer
GB0274P	Num	0727	0728	02	Not report: afraid retaliation, person
GB0274Q	Num	0729	0730	02	Not report: afraid retaliation, friend
GB0274R	Num	0731	0732	02	Not report: afraid retaliation, supv
GB0274S	Num	0733	0734	02	Not report: some other reason
GB0275A	Num	0735	0736	02	Prob at work: ignored by others
GB0275B	Num	0737	0738	02	Prob at work: blamed
GB0275C	Num	0739	0740	02	Prob at work: gossip unkind/negative
GB0275D	Num	0741	0742	02	Prob at work: lost perk/privileges
GB0275E	Num	0743	0744	02	Prob at work: less favorable job duty
GB0275F	Num	0745	0746	02	Prob at work: denied opp for training
GB0275G	Num	0747	0748	02	Prob at work: unfair job evaluation
GB0275H	Num	0749	0750	02	Prob at work: unfairly disciplined
GB0275I	Num	0751	0752	02	Prob at work: denied promotion
GB0275J	Num	0753	0754	02	Prob at work: transfer less desire job

GB0275K	Num	0755	0756	02	Prob at work: unfairly demoted
GB0275L	Num	0757	0758	02	Prob at work: mistreated other way
GB0276A	Num	0759	0760	02	Agr/disagr,talk: others in unit not care
GB0276B	Num	0761	0762	02	Agr/disagr,talk: cwrkr trouble w/senior
GB0276C	Num	0763	0764	02	Agr/disagr,talk: others tell cwrkr stop
GB0276D	Num	0765	0766	02	Agr/disagr,talk: leadership would ignore
GB0276E	Num	0767	0768	02	Agr/disagr,talk: taken seriously
GB0276F	Num	0769	0770	02	Agr/disagr,talk: risky for person
GB0276G	Num	0771	0772	02	Agr/disagr,talk: corrective action taken
GB0276H	Num	0773	0774	02	Agr/disagr,talk: coworker treat badly
GB0276I	Num	0775	0776	02	Agr/disagr,talk: complaint ignored
GB0277A	Num	0777	0778	02	Agr/disagr,date: others in unit not care
GB0277B	Num	0779	0780	02	Agr/disagr,date: cwrkr trouble w/senior
GB0277C	Num	0781	0782	02	Agr/disagr,date: others tell cwrkr stop
GB0277D	Num	0783	0784	02	Agr/disagr,date: leadership would ignore
GB0277E	Num	0785	0786	02	Agr/disagr,date: taken seriously
GB0277F	Num	0787	0788	02	Agr/disagr,date: risky for person
GB0277G	Num	0789	0790	02	Agr/disagr,date: corrective action taken
GB0277H	Num	0791	0792	02	Agr/disagr,date: coworker treat badly
GB0277I	Num	0793	0794	02	Agr/disagr,date: complaint ignored
GB0278A	Num	0795	0796	02	Agr/disagr,coop: others in unit not care
GB0278B	Num	0797	0798	02	Agr/disagr,coop: supvsr trouble w/senior
GB0278C	Num	0799	0800	02	Agr/disagr,coop: others tell supvsr stop
GB0278D	Num	0801	0802	02	Agr/disagr,coop: leadership would ignore
GB0278E	Num	0803	0804	02	Agr/disagr,coop: taken seriously
GB0278F	Num	0805	0806	02	Agr/disagr,coop: risky for person
GB0278G	Num	0807	0808	02	Agr/disagr,coop: corrective action taken
GB0278H	Num	0809	0810	02	Agr/disagr,coop: coworker treat badly
GB0278I	Num	0811	0812	02	Agr/disagr,coop: complaint ignored
GB0279A	Num	0813	0814	02	Effort to stop: senior leadership, Svc
GB0279B	Num	0815	0816	02	Effort to stop: senior leadership, ship
GB0279C	Num	0817	0818	02	Effort to stop: my immediate supervisor
GB0280	Num	0819	0820	02	Train in past 12 mos on sex harass
GB0280SK	Num	0821	0822	02	Train in past 12 mos on sex harass-SK
RGB0281	Num	0823	0824	02	Rec-Training in past 12 month
GB0282A	Num	0825	0826	02	Agr/disagr, train: undrstnd word/actn
GB0282B	Num	0827	0828	02	Agr/disagr, train: reduce cohesion/eff
GB0282C	Num	0829	0830	02	Agr/disagr, train: diff to prfrm duty
GB0282D	Num	0831	0832	02	Agr/disagr, train: idntfy offnsv behav
GB0282E	Num	0833	0834	02	Agr/disagr, train: tool for sex harass
GB0282F	Num	0835	0836	02	Agr/disagr, train: safe to complain
GB0282G	Num	0837	0838	02	Agr/disagr, train: info on sex harass
GB0283A	Num	0839	0840	02	Extent, unit: policies publicized
GB0283B	Num	0841	0842	02	Extent, unit: complaint procedure pub
GB0283C	Num	0843	0844	02	Extent, unit: complaints taken seriously
GB0283D	Num	0845	0846	02	Extent, unit: enlist, attend training
GB0283E	Num	0847	0848	02	Extent, unit: officers, attend training
GB0283F	Num	0849	0850	02	Extent, unit: lead, respectful behavior
GB0283G	Num	0851	0852	02	Extent, unit: female officers deal with
GB0283H	Num	0853	0854	02	Extent, ship: policies publicized
GB0283I	Num	0855	0856	02	Extent, ship: complaint procedure pub
GB0283J	Num	0857	0858	02	Extent, ship: complaints taken seriously
GB0283K	Num	0859	0860	02	Extent, ship: investigative office
GB0283L	Num	0861	0862	02	Extent, ship: enlist, attend training

GB0283M	Num	0863	0864	02	Extent, ship: officers, attend training
GB0283N	Num	0865	0866	02	Extent, ship: lead, respectful behavior
GB0283O	Num	0867	0868	02	Extent, Svc: advice/hotline for cmplt
GB0284	Num	0869	0870	02	Sex harass more of a prob in/out of mil
GB0285	Num	0871	0872	02	Last 4 yrs, sex harass in nation prob
GB0286	Num	0873	0874	02	Last 4 yrs, sex harass in military prob
GB0287	Num	0875	0876	02	Compare how often harass occur in mil
REQUEST	Num	0877	0878	02	Would you like to know results of survey
SRDATE	Num	0879	0886	08	On what date did you complete survey
COMMENT	Num	0887	0888	02	Comments/concerns about survey
WGR02ID	Num	0889	0896	08	WGR02 ID
SURVFORM	Num	0897	0898	02	Survey Form
ELIGFLGW	Num	0899	0900	02	ELIGIBILITY FLAG
TVSTR	Num	0901	0902	02	TAYLORS SERIES VARIANCE STRATA
TOTAL	Num	0903	0904	02	TAYLOR SERIES VARIANCE STRATA POPULATION
DIM1	Num	0905	0906	02	First raking dimension
DIM2	Num	0907	0908	02	Second raking dimension
DIM3	Num	0909	0910	02	Third raking dimension
DIM4	Num	0911	0912	02	Fourth raking dimension
DIM5	Num	0913	0914	02	Fifth raking dimension
SMPTVSTR	Num	0915	0916	02	TAYLORS SERIES ACHIEVED SMP SIZE IN VAR
PSTSTR	Num	0917	0918	02	Final raking cell
POPTVSTR	Num	0919	0920	02	TAYLOR series variance strata population
PSW0	Num	0921	0922	02	Final raking weight
PSW1	Num	0923	0924	02	Final raking weight for replicate1
PSW2	Num	0925	0926	02	Final raking weight for replicate2
PSW3	Num	0927	0928	02	Final raking weight for replicate3
PSW4	Num	0929	0930	02	Final raking weight for replicate4
PSW5	Num	0931	0932	02	Final raking weight for replicate5
PSW6	Num	0933	0934	02	Final raking weight for replicate6
PSW7	Num	0935	0936	02	Final raking weight for replicate7
PSW8	Num	0937	0938	02	Final raking weight for replicate8
PSW9	Num	0939	0940	02	Final raking weight for replicate9
PSW10	Num	0941	0942	02	Final raking weight for replicate10
PSW11	Num	0943	0944	02	Final raking weight for replicate11
PSW12	Num	0945	0946	02	Final raking weight for replicate12
PSW13	Num	0947	0948	02	Final raking weight for replicate13
PSW14	Num	0949	0950	02	Final raking weight for replicate14
PSW15	Num	0951	0952	02	Final raking weight for replicate15
PSW16	Num	0953	0954	02	Final raking weight for replicate16
PSW17	Num	0955	0956	02	Final raking weight for replicate17
PSW18	Num	0957	0958	02	Final raking weight for replicate18
PSW19	Num	0959	0960	02	Final raking weight for replicate19
PSW20	Num	0961	0962	02	Final raking weight for replicate20
PSW21	Num	0963	0964	02	Final raking weight for replicate21
PSW22	Num	0965	0966	02	Final raking weight for replicate22
PSW23	Num	0967	0968	02	Final raking weight for replicate23
PSW24	Num	0969	0970	02	Final raking weight for replicate24
PSW25	Num	0971	0972	02	Final raking weight for replicate25
PSW26	Num	0973	0974	02	Final raking weight for replicate26
PSW27	Num	0975	0976	02	Final raking weight for replicate27
PSW28	Num	0977	0978	02	Final raking weight for replicate28
PSW29	Num	0979	0980	02	Final raking weight for replicate29
PSW30	Num	0981	0982	02	Final raking weight for replicate30

PSW31	Num	0983	0984	02	Final raking weight for replicate31
PSW32	Num	0985	0986	02	Final raking weight for replicate32
PSW33	Num	0987	0988	02	Final raking weight for replicate33
PSW34	Num	0989	0990	02	Final raking weight for replicate34
PSW35	Num	0991	0992	02	Final raking weight for replicate35
PSW36	Num	0993	0994	02	Final raking weight for replicate36
PSW37	Num	0995	0996	02	Final raking weight for replicate37
PSW38	Num	0997	0998	02	Final raking weight for replicate38
PSW39	Num	0999	1000	02	Final raking weight for replicate39
PSW40	Num	1001	1002	02	Final raking weight for replicate40
PSW41	Num	1003	1004	02	Final raking weight for replicate41
PSW42	Num	1005	1006	02	Final raking weight for replicate42
PSW43	Num	1007	1008	02	Final raking weight for replicate43
PSW44	Num	1009	1010	02	Final raking weight for replicate44
PSW45	Num	1011	1012	02	Final raking weight for replicate45
PSW46	Num	1013	1014	02	Final raking weight for replicate46
PSW47	Num	1015	1016	02	Final raking weight for replicate47
PSW48	Num	1017	1018	02	Final raking weight for replicate48
PSW49	Num	1019	1020	02	Final raking weight for replicate49
PSW50	Num	1021	1022	02	Final raking weight for replicate50
PSW51	Num	1023	1024	02	Final raking weight for replicate51
PSW52	Num	1025	1026	02	Final raking weight for replicate52
PSW53	Num	1027	1028	02	Final raking weight for replicate53
PSW54	Num	1029	1030	02	Final raking weight for replicate54
PSW55	Num	1031	1032	02	Final raking weight for replicate55
PSW56	Num	1033	1034	02	Final raking weight for replicate56
PSW57	Num	1035	1036	02	Final raking weight for replicate57
PSW58	Num	1037	1038	02	Final raking weight for replicate58
PSW59	Num	1039	1040	02	Final raking weight for replicate59
PSW60	Num	1041	1042	02	Final raking weight for replicate60
PSW61	Num	1043	1044	02	Final raking weight for replicate61
PSW62	Num	1045	1046	02	Final raking weight for replicate62
PSW63	Num	1047	1048	02	Final raking weight for replicate63
PSW64	Num	1049	1050	02	Final raking weight for replicate64
PSW65	Num	1051	1052	02	Final raking weight for replicate65
PSW66	Num	1053	1054	02	Final raking weight for replicate66
PSW67	Num	1055	1056	02	Final raking weight for replicate67
PSW68	Num	1057	1058	02	Final raking weight for replicate68
PSW69	Num	1059	1060	02	Final raking weight for replicate69
PSW70	Num	1061	1062	02	Final raking weight for replicate70
PSW71	Num	1063	1064	02	Final raking weight for replicate71
PSW72	Num	1065	1066	02	Final raking weight for replicate72
PSW73	Num	1067	1068	02	Final raking weight for replicate73
PSW74	Num	1069	1070	02	Final raking weight for replicate74
PSW75	Num	1071	1072	02	Final raking weight for replicate75
PSW76	Num	1073	1074	02	Final raking weight for replicate76
PSW77	Num	1075	1076	02	Final raking weight for replicate77
PSW78	Num	1077	1078	02	Final raking weight for replicate78
PSW79	Num	1079	1080	02	Final raking weight for replicate79
PSW80	Num	1081	1082	02	Final raking weight for replicate80
PSW81	Num	1083	1084	02	Final raking weight for replicate81
PSW82	Num	1085	1086	02	Final raking weight for replicate82
PSW83	Num	1087	1088	02	Final raking weight for replicate83
PSW84	Num	1089	1090	02	Final raking weight for replicate84



PSW85	Num	1091	1092	02	Final raking weight for replicate85
PSW86	Num	1093	1094	02	Final raking weight for replicate86
PSW87	Num	1095	1096	02	Final raking weight for replicate87
PSW88	Num	1097	1098	02	Final raking weight for replicate88
PSW89	Num	1099	1100	02	Final raking weight for replicate89
PSW90	Num	1101	1102	02	Final raking weight for replicate90
PSW91	Num	1103	1104	02	Final raking weight for replicate91
PSW92	Num	1105	1106	02	Final raking weight for replicate92
PSW93	Num	1107	1108	02	Final raking weight for replicate93
PSW94	Num	1109	1110	02	Final raking weight for replicate94
PSW95	Num	1111	1112	02	Final raking weight for replicate95
PSW96	Num	1113	1114	02	Final raking weight for replicate96
PSW97	Num	1115	1116	02	Final raking weight for replicate97
PSW98	Num	1117	1118	02	Final raking weight for replicate98
PSW99	Num	1119	1120	02	Final raking weight for replicate99
PSW100	Num	1121	1122	02	Final raking weight for replicate100
PSW101	Num	1123	1124	02	Final raking weight for replicate101
PSW102	Num	1125	1126	02	Final raking weight for replicate102
PSW103	Num	1127	1128	02	Final raking weight for replicate103
PSW104	Num	1129	1130	02	Final raking weight for replicate104
PSW105	Num	1131	1132	02	Final raking weight for replicate105
PSW106	Num	1133	1134	02	Final raking weight for replicate106
PSW107	Num	1135	1136	02	Final raking weight for replicate107
PSW108	Num	1137	1138	02	Final raking weight for replicate108
PSW109	Num	1139	1140	02	Final raking weight for replicate109
PSW110	Num	1141	1142	02	Final raking weight for replicate110
PSW111	Num	1143	1144	02	Final raking weight for replicate111
PSW112	Num	1145	1146	02	Final raking weight for replicate112
PSW113	Num	1147	1148	02	Final raking weight for replicate113
PSW114	Num	1149	1150	02	Final raking weight for replicate114
PSW115	Num	1151	1152	02	Final raking weight for replicate115
PSW116	Num	1153	1154	02	Final raking weight for replicate116
PSW117	Num	1155	1156	02	Final raking weight for replicate117
PSW118	Num	1157	1158	02	Final raking weight for replicate118
PSW119	Num	1159	1160	02	Final raking weight for replicate119
PSW120	Num	1161	1162	02	Final raking weight for replicate120
PSW121	Num	1163	1164	02	Final raking weight for replicate121
PSW122	Num	1165	1166	02	Final raking weight for replicate122
PSW123	Num	1167	1168	02	Final raking weight for replicate123
PSW124	Num	1169	1170	02	Final raking weight for replicate124
PSW125	Num	1171	1172	02	Final raking weight for replicate125
PSW126	Num	1173	1174	02	Final raking weight for replicate126
PSW127	Num	1175	1176	02	Final raking weight for replicate127
PSW128	Num	1177	1178	02	Final raking weight for replicate128
PSW129	Num	1179	1180	02	Final raking weight for replicate129
PSW130	Num	1181	1182	02	Final raking weight for replicate130
PSW131	Num	1183	1184	02	Final raking weight for replicate131
PSW132	Num	1185	1186	02	Final raking weight for replicate132
PSW133	Num	1187	1188	02	Final raking weight for replicate133
PSW134	Num	1189	1190	02	Final raking weight for replicate134
PSW135	Num	1191	1192	02	Final raking weight for replicate135
PSW136	Num	1193	1194	02	Final raking weight for replicate136
PSW137	Num	1195	1196	02	Final raking weight for replicate137
PSW138	Num	1197	1198	02	Final raking weight for replicate138

PSW139	Num	1199	1200	02	Final raking weight for replicatel39
PSW140	Num	1201	1202	02	Final raking weight for replicatel40
PSW141	Num	1203	1204	02	Final raking weight for replicatel41
PSW142	Num	1205	1206	02	Final raking weight for replicatel42
PSW143	Num	1207	1208	02	Final raking weight for replicatel43
PSW144	Num	1209	1210	02	Final raking weight for replicatel44
PSW145	Num	1211	1212	02	Final raking weight for replicatel45
PSW146	Num	1213	1214	02	Final raking weight for replicatel46
PSW147	Num	1215	1216	02	Final raking weight for replicatel47
PSW148	Num	1217	1218	02	Final raking weight for replicatel48
PSW149	Num	1219	1220	02	Final raking weight for replicatel49
PSW150	Num	1221	1222	02	Final raking weight for replicatel50
PSW151	Num	1223	1224	02	Final raking weight for replicatel51
PSW152	Num	1225	1226	02	Final raking weight for replicatel52
PSW153	Num	1227	1228	02	Final raking weight for replicatel53
PSW154	Num	1229	1230	02	Final raking weight for replicatel54
PSW155	Num	1231	1232	02	Final raking weight for replicatel55
PSW156	Num	1233	1234	02	Final raking weight for replicatel56
PSW157	Num	1235	1236	02	Final raking weight for replicatel57
PSW158	Num	1237	1238	02	Final raking weight for replicatel58
PSW159	Num	1239	1240	02	Final raking weight for replicatel59
PSW160	Num	1241	1242	02	Final raking weight for replicatel60
PSW161	Num	1243	1244	02	Final raking weight for replicatel61
PSW162	Num	1245	1246	02	Final raking weight for replicatel62
PSW163	Num	1247	1248	02	Final raking weight for replicatel63
PSW164	Num	1249	1250	02	Final raking weight for replicatel64
PSW165	Num	1251	1252	02	Final raking weight for replicatel65
PSW166	Num	1253	1254	02	Final raking weight for replicatel66
PSW167	Num	1255	1256	02	Final raking weight for replicatel67
PSW168	Num	1257	1258	02	Final raking weight for replicatel68
PSW169	Num	1259	1260	02	Final raking weight for replicatel69
PSW170	Num	1261	1262	02	Final raking weight for replicatel70
CREGION1	Num	1263	1264	02	Regions - collapsed version of CREGINS
DDOC	Char	1265	1268	04	Duty Occupational Group
JOINT	Char	1269	1269	01	Joint (member)
SRSEX	Num	1270	1271	02	Are you...
SRED	Num	1272	1273	02	Highest degree/level of school completed
SRSVC	Num	1274	1275	02	In what Service are you
SRHISPA1	Num	1276	1277	02	Are you Spanish/Hispanic/Latino
SRHISPA2	Num	1278	1279	02	Are you Spanish/Hispanic/Latino - Y/N
SRGRADE	Num	1280	1281	02	What is your current paygrade
RXGRADE	Num	1282	1283	02	Constructed Paygrade: 6 groups
XGRADE	Num	1284	1285	02	Constructed Paygrade
XRETH1	Num	1286	1287	02	Race/Ethnicity 1997 OMB Stndrd:19 levels
R1XRETH1	Num	1288	1289	02	Race/Ethnicity 1997 OMB Stndrd:7 levels
R2XRETH1	Num	1290	1291	02	Race/Ethnicity 1997 OMB Stndrd:5 levels
SRRACEA	Num	1292	1293	02	What is your race: White
SRRACEB	Num	1294	1295	02	What is your race: Black or African Am
SRRACEC	Num	1296	1297	02	What is your race: Am Indian/Alaska Nat
SRRACED	Num	1298	1299	02	What is your race: Asian
SRRACEE	Num	1300	1301	02	What is your race: Native Hawaiian/PI
SRRACEF	Num	1302	1303	02	What is your race: other
SRRETH1	Num	1304	1305	02	Race/Ethnic Category
SRRACESP	Num	1306	1307	02	What is your race: other-SP

SRMARST	Num	1308	1309	02	What is your marital status
GB0208	Num	1310	1311	02	Years of active duty service completed
GB0209	Num	1312	1313	02	Which term of service serving now
UB0210	Num	1314	1315	02	How likely allowed to stay active duty-U
GB0213	Num	1316	1317	02	Years of service when you leave AD
UB0221	Num	1318	1319	02	Encourage child to consider military-U
UB0222A	Num	1320	1321	02	Pstv/ngtv: the military, in general-U
UB0222B	Num	1322	1323	02	Pstv/ngtv: career opps in the military-U
UB0222C	Num	1324	1325	02	Pstv/ngtv: serving in mil, not career-U
UB0222D	Num	1326	1327	02	Pstv/ngtv: PT opps in the military-U
UB0222E	Num	1328	1329	02	Pstv/ngtv: career opps, civ fed emply-U
UB0222F	Num	1330	1331	02	Pstv/ngtv: career opps in civ sector-U
GB0223	Num	1332	1333	02	Past 12 months, serve most AD time
GB0224	Num	1334	1335	02	Past 12 months, where lived most AD time
UB0222G	Num	1336	1337	02	Pstv/ngtv: seeking a college education-U
GB0223CD	Char	1338	1339	02	Past 12 months, serve most AD time
UB0226	Num	1340	1341	02	Past 12 months, separate times away-U
GB0227A	Num	1342	1343	02	Away, mil duty: Op Enduring Freedom
GB0227B	Num	1344	1345	02	Away, mil duty: peacekeep/conting. op
GB0227C	Num	1346	1347	02	Away, mil duty: foreign humanitarian
GB0227D	Num	1348	1349	02	Away, mil duty: unit training
GB0227E	Num	1350	1351	02	Away, mil duty: counter drug ops
GB0227F	Num	1352	1353	02	Away, mil duty: domestic disaster
GB0227G	Num	1354	1355	02	Away, mil duty: sea, scheduled deploy
GB0227H	Num	1356	1357	02	Away, mil duty: other time at sea
GB0227I	Num	1358	1359	02	Away, mil duty: joint training
GB0227J	Num	1360	1361	02	Away, mil duty: military education
GB0227K	Num	1362	1363	02	Away, mil duty: other TDYs/TADs
UB0227A	Num	1364	1365	02	Away, mil duty: Op Enduring Freedom-U
UB0227B	Num	1366	1367	02	Away, mil duty: peacekeep/conting. op-U
UB0227C	Num	1368	1369	02	Away, mil duty: foreign humanitarian-U
UB0227D	Num	1370	1371	02	Away, mil duty: unit training-U
UB0227E	Num	1372	1373	02	Away, mil duty: counter drug ops-U
UB0227F	Num	1374	1375	02	Away, mil duty: domestic disaster-U
UB0227G	Num	1376	1377	02	Away, mil duty: sea, scheduled deploy-U
UB0227H	Num	1378	1379	02	Away, mil duty: other time at sea-U
UB0227I	Num	1380	1381	02	Away, mil duty: joint training-U
UB0227J	Num	1382	1383	02	Away, mil duty: military education-U
UB0227K	Num	1384	1385	02	Away, mil duty: other TDYs/TADs-U
GB0228	Num	1386	1387	02	Past 12 months, total length time away
UB0228	Num	1388	1389	02	Past 12 months, total length time away-U
GB0229	Num	1390	1391	02	Mos complete at duty loc, current tour
GB0230	Num	1392	1393	02	Is this your permanent duty loc/ship
GB0231B	Num	1394	1395	02	Currently: serving aboard a ship at sea
GB0231C	Num	1396	1397	02	Currently: part of ship/shore rotation
GB0233	Num	1398	1399	02	Paygrade of your immediate supervisor
UB0242	Num	1400	1401	02	Who is your current mentor-U
UB0242SP	Num	1402	1403	02	Who is your current mentor-U-SP
UB0243	Num	1404	1405	02	Is your current mentor...-U
UB0244A	Num	1406	1407	02	Mentor helpful: teaches job skills-U
UB0244B	Num	1408	1409	02	Mentor helpful: feedback, performance-U
UB0244C	Num	1410	1411	02	Mentor helpful: assgn challenging task-U
UB0244D	Num	1412	1413	02	Mentor helpful: help develop skills-U
UB0244E	Num	1414	1415	02	Mentor helpful: support/encouragement-U

UB0244F	Num	1416	1417	02	Mentor helpful: prsnl/social guidance-U
UB0244G	Num	1418	1419	02	Mentor helpful: career guidance-U
UB0244H	Num	1420	1421	02	Mentor helpful: demonstrates trust-U
UB0244I	Num	1422	1423	02	Mentor helpful: acts as role model-U
UB0244J	Num	1424	1425	02	Mentor helpful: protects you-U
UB0244K	Num	1426	1427	02	Mentor helpful: invites you to observe-U
UB0244L	Num	1428	1429	02	Mentor helpful: instill Svc core value-U
UB0244M	Num	1430	1431	02	Mentor helpful: moral/ethical guidance-U
UB0244N	Num	1432	1433	02	Mentor helpful: organizational politic-U
UB0244O	Num	1434	1435	02	Mentor helpful: sponsorship to advance-U
UB0244P	Num	1436	1437	02	Mentor helpful: obtain future assignmnt-U
UB0254M	Num	1438	1439	02	Pst 12 mo: assign legally open, women-U
UB0256	Num	1440	1441	02	Consider Q55 marked as sex harassment-U
UB0256SK	Num	1442	1443	02	Consider Q55 marked as sex harass-SK-U
UB0257A	Num	1444	1445	02	Pst 12 mo, eff: offnsv sex story/joke-U
UB0257B	Num	1446	1447	02	Pst 12 mo, eff: offensive gender terms-U
UB0257C	Num	1448	1449	02	Pst 12 mo, eff: unwelcome sex disscuss-U
UB0257D	Num	1450	1451	02	Pst 12 mo, eff: treat diff, gender-U
UB0257E	Num	1452	1453	02	Pst 12 mo, eff: remark on appearance-U
UB0257F	Num	1454	1455	02	Pst 12 mo, eff: embarrassing gestures-U
UB0257G	Num	1456	1457	02	Pst 12 mo, eff: offnsv sexist remarks-U
UB0257H	Num	1458	1459	02	Pst 12 mo, eff: romantic/sex relation-U
UB0257I	Num	1460	1461	02	Pst 12 mo, eff: put down, gender-U
UB0257J	Num	1462	1463	02	Pst 12 mo, eff: ask date after said no-U
UB0257K	Num	1464	1465	02	Pst 12 mo, eff: bribed engage in sex-U
UB0257L	Num	1466	1467	02	Pst 12 mo, eff: thrt, sex cooperation-U
UB0257M	Num	1468	1469	02	Pst 12 mo, eff: touch uncomfortably-U
UB0257N	Num	1470	1471	02	Pst 12 mo, eff: attempt stroke/fondle-U
UB0257O	Num	1472	1473	02	Pst 12 mo, eff: treat bad, refuse sex-U
UB0257P	Num	1474	1475	02	Pst 12 mo, eff: promo, sex cooperative-U
UB0257Q	Num	1476	1477	02	Pst 12 mo, eff: attempt sex, unsuccess-U
UB0257R	Num	1478	1479	02	Pst 12 mo, eff: sex without consent-U
UB0257S	Num	1480	1481	02	Pst 12 mo, eff: other behavior-U
UB0257SP	Num	1482	1483	02	Pst 12 mo, eff: other behavior-SP-U
UB0258A	Num	1484	1485	02	Degree of situation: annoying-U
UB0258B	Num	1486	1487	02	Degree of situation: offensive-U
UB0258C	Num	1488	1489	02	Degree of situation: disturbing-U
UB0258D	Num	1490	1491	02	Degree of situation: threatening-U
UB0258E	Num	1492	1493	02	Degree of situation: embarrassing-U
UB0258F	Num	1494	1495	02	Degree of situation: frightening-U
UB0259A	Num	1496	1497	02	Situation occur: at a mil installation-U
UB0259B	Num	1498	1499	02	Situation occur: work (mil duties)-U
UB0259C	Num	1500	1501	02	Situation occur: during duty hours-U
UB0259D	Num	1502	1503	02	Situation occur: local comm by install-U
UB0260	Num	1504	1505	02	What was gender of person(s) involved-U
UB0261A	Num	1506	1507	02	Person involved: immediate mil supv-U
UB0261B	Num	1508	1509	02	Person involved: immediate civ supv-U
UB0261C	Num	1510	1511	02	Person involved: unit commander-U
UB0261D	Num	1512	1513	02	Person involved: mil, higher rank-U
UB0261E	Num	1514	1515	02	Person involved: civ, higher rank-U
UB0261F	Num	1516	1517	02	Person involved: military coworkers-U
UB0261G	Num	1518	1519	02	Person involved: civilian coworkers-U
UB0261H	Num	1520	1521	02	Person involved: military subordinates-U
UB0261I	Num	1522	1523	02	Person involved: civilian subordinates-U

UB0261J	Num	1524	1525	02	Person involved: mil train instructor-U
UB0261K	Num	1526	1527	02	Person involved: civ train instructor-U
UB0261L	Num	1528	1529	02	Person involved: other mil persons-U
UB0261M	Num	1530	1531	02	Person involved: other civ persons-U
UB0261N	Num	1532	1533	02	Person involved: other/unknown persons-U
UB0262	Num	1534	1535	02	During situation, how often occur-U
UB0263	Num	1536	1537	02	How long situation last/been going on-U
UB0264	Num	1538	1539	02	Is the situation still going on-U
UB0265A	Num	1540	1541	02	What extent you: tried to avoid-U
UB0265B	Num	1542	1543	02	What extent you: tried to forget-U
UB0265C	Num	1544	1545	02	What extent you: told didn't like-U
UB0265D	Num	1546	1547	02	What extent you: stayed out of way-U
UB0265E	Num	1548	1549	02	What extent you: not important-U
UB0265F	Num	1550	1551	02	What extent you: talked to family-U
UB0265G	Num	1552	1553	02	What extent you: talked to coworkers-U
UB0265H	Num	1554	1555	02	What extent you: talked to friends-U
UB0265I	Num	1556	1557	02	What extent you: chaplain/counselor-U
UB0265J	Num	1558	1559	02	What extent you: avoid being alone-U
UB0265K	Num	1560	1561	02	What extent you: told to stop-U
UB0265L	Num	1562	1563	02	What extent you: put up with it-U
UB0265M	Num	1564	1565	02	What extent you: asked to leave alone-U
UB0265N	Num	1566	1567	02	What extent you: blamed self-U
UB0265O	Num	1568	1569	02	What extent you: assumed meant well-U
UB0265P	Num	1570	1571	02	What extent you: prayed about it-U
UB0265Q	Num	1572	1573	02	What extent you: pretend not to notice-U
UB0265R	Num	1574	1575	02	What extent you: do something else-U
UB0266A	Num	1576	1577	02	Report situation: immediate supervisor-U
UB0266B	Num	1578	1579	02	Report situation: someone in command-U
UB0266C	Num	1580	1581	02	Report situation: supervisor of person-U
UB0266D	Num	1582	1583	02	Report situation: special mil office-U
UB0266E	Num	1584	1585	02	Report situation: other installation-U
UB0266CN	Num	1586	1587	02	Consistency check for Question 66-U
UB0267	Num	1588	1589	02	Answer Yes to at least 1 item in Q66-U
UB0267SK	Num	1590	1591	02	Answr Yes to at least 1 item in Q66-SK-U
UB0268A	Num	1592	1593	02	Actions taken: person talked to-U
UB0268B	Num	1594	1595	02	Actions taken: complaint investigated-U
UB0268C	Num	1596	1597	02	Actions taken: encrgd drop complaint-U
UB0268D	Num	1598	1599	02	Actions taken: complaint discounted-U
UB0268E	Num	1600	1601	02	Actions taken: no action taken-U
UB0269A	Num	1602	1603	02	Sat w/process: avlblty of info to file-U
UB0269B	Num	1604	1605	02	Sat w/process: trtmnt by pers hndlng-U
UB0269C	Num	1606	1607	02	Sat w/process: amount time to resolve-U
UB0269D	Num	1608	1609	02	Sat w/process: how well kept informed-U
UB0269E	Num	1610	1611	02	Sat w/process: degree privacy protect-U
UB0270	Num	1612	1613	02	Is the action still being processed-U
UB0270SK	Num	1614	1615	02	Is the action still being processed-SK-U
UB0271A	Num	1616	1617	02	Outcome complaint: found true-U
UB0271B	Num	1618	1619	02	Outcome complaint: found untrue-U
UB0271C	Num	1620	1621	02	Outcome complaint: unable to determine-U
UB0271D	Num	1622	1623	02	Outcome complaint: outcome explained-U
UB0271E	Num	1624	1625	02	Outcome complaint: situation corrected-U
UB0271F	Num	1626	1627	02	Outcome complaint: action against prsn-U
UB0271G	Num	1628	1629	02	Outcome complaint: nothing was done-U
UB0271H	Num	1630	1631	02	Outcome complaint: action against you-U

UB0272	Num	1632	1633	02	How satisfied w/outcome of complaint-U
UB0272SP	Num	1634	1635	02	How satisfied w/outcome of complnt-SP-U
UB0273	Num	1636	1637	02	Report all behaviors marked in Q55-U
UB0273SK	Num	1638	1639	02	Report all behaviors marked in Q55-SK-U
UB0274A	Num	1640	1641	02	Not report: not important enough-U
UB0274B	Num	1642	1643	02	Not report: didn't know how-U
UB0274C	Num	1644	1645	02	Not report: felt uncomfortable-U
UB0274D	Num	1646	1647	02	Not report: took care of prob by self-U
UB0274E	Num	1648	1649	02	Not report: talk informally, command-U
UB0274F	Num	1650	1651	02	Not report: nothing would be done-U
UB0274G	Num	1652	1653	02	Not report: not believed-U
UB0274H	Num	1654	1655	02	Not report: coworkers angry-U
UB0274I	Num	1656	1657	02	Not report: wanted to fit in-U
UB0274J	Num	1658	1659	02	Not report: too much time/effort-U
UB0274K	Num	1660	1661	02	Not report: labeled troublemaker-U
UB0274L	Num	1662	1663	02	Not report: peer talked out of-U
UB0274M	Num	1664	1665	02	Not report: supv talked out of-U
UB0274N	Num	1666	1667	02	Not report: not hurt feelings/family-U
UB0274O	Num	1668	1669	02	Not report: performance eval suffer-U
UB0274P	Num	1670	1671	02	Not report: afraid retaliation, person-U
UB0274Q	Num	1672	1673	02	Not report: afraid retaliation, friend-U
UB0274R	Num	1674	1675	02	Not report: afraid retaliation, supv-U
UB0274S	Num	1676	1677	02	Not report: some other reason-U
UB0275A	Num	1678	1679	02	Prob at work: ignored by others-U
UB0275B	Num	1680	1681	02	Prob at work: blamed-U
UB0275C	Num	1682	1683	02	Prob at work: gossip unkind/negative-U
UB0275D	Num	1684	1685	02	Prob at work: lost perk/privileges-U
UB0275E	Num	1686	1687	02	Prob at work: less favorable job duty-U
UB0275F	Num	1688	1689	02	Prob at work: denied opp for training-U
UB0275G	Num	1690	1691	02	Prob at work: unfair job evaluation-U
UB0275H	Num	1692	1693	02	Prob at work: unfairly disciplined-U
UB0275I	Num	1694	1695	02	Prob at work: denied promotion-U
UB0275J	Num	1696	1697	02	Prob at work: transfer less desire job-U
UB0275K	Num	1698	1699	02	Prob at work: unfairly demoted-U
UB0275L	Num	1700	1701	02	Prob at work: mistreated other way-U
GB0281	Num	1702	1703	02	Num times train on sex harassment
UB0281	Num	1704	1705	02	Num times train on sex harassment-U
UB0282A	Num	1706	1707	02	Agr/disagr, train: undrstnd word/actn-U
UB0282B	Num	1708	1709	02	Agr/disagr, train: reduce cohesion/eff-U
UB0282C	Num	1710	1711	02	Agr/disagr, train: diff to pfrm duty-U
UB0282D	Num	1712	1713	02	Agr/disagr, train: idntfy offnsv behav-U
UB0282E	Num	1714	1715	02	Agr/disagr, train: tool for sex harass-U
UB0282F	Num	1716	1717	02	Agr/disagr, train: safe to complain-U
UB0282G	Num	1718	1719	02	Agr/disagr, train: info on sex harass-U
AD1CC	Num	1720	1721	02	Non-response adjust cell
AD1F0	Num	1722	1723	02	FS UNK Elig nonresponse adj factor
AD1W0	Num	1724	1725	02	FS UNK Elig Non-response adj weight
AD2F0	Num	1726	1727	02	FS Elig Non-response adj factor
AD2W0	Num	1728	1729	02	FS Elig Non-response adj weight
BSWGT0	Num	1730	1731	02	Base weight
CAS_ELIG	Char	1732	1746	15	CASRO Eligibility Disposition code
ELIG_R	Char	1747	1761	15	Eligibility
F_ELIG	Num	1762	1763	02	Frame eligibility
INDEC	Num	1764	1765	02	In Dec Frame file indicator

INDEERS	Num	1766	1767	02	In Deers flag
INMAY	Num	1768	1769	02	In May Frame file indicator
PSCC	Num	1770	1771	02	Raking collapsed cell
PSF0	Num	1772	1773	02	Raking adjustment factor
PSTATUS	Num	1774	1775	02	Raking disp code
PSTCELL	Num	1776	1777	02	Raking cell
RSTATUS	Num	1778	1779	02	WGR Resp Status
BATCH	Num	1780	1783	04	DRC batch number applied for scanning
SERIAL	Num	1784	1787	04	DRC serial number applied for scanning
LITHO	Num	1788	1795	08	DRC mail identification number
INRECNO	Num	1796	1803	08	Master SCS ID Number
DENTDATE	Num	1804	1811	08	Date survey scanned
INCWEB	Num	1812	1813	02	Incomplete Web Flag
MAILTYP	Num	1814	1815	02	Mail Type
BLKREAS	Num	1816	1817	02	Reason Survey Returned Blank
DUPRET	Num	1818	1819	02	Multiple returns - excludes blanks
DUPRET2	Num	1820	1821	02	Multiple returns - includes blanks
SCSINEL	Num	1822	1823	02	Reason reported for ineligibility
REFUSE	Num	1824	1825	02	Refused
FLAG FIN	Num	1826	1827	02	Final Disposition
SURVMAIL	Num	1828	1829	02	Mailing Number
DARVDATE	Num	1830	1837	08	Date survey arrived
RANKABB	Char	1838	1844	07	Abbreviated Rank
TAFMS	Num	1845	1848	04	Total Active Federal Military Service
EDUC	Num	1849	1850	02	Education
PAYGRDE	Char	1851	1853	03	Pay Grade
AGE	Num	1854	1857	04	Current Age
ETSDATE	Num	1858	1865	08	ETS Date
OCCAWAY2	Num	1866	1867	02	Ranges Mnths Away for Duty Occptns strat
GB01CELL	Num	1868	1873	06	Stratification Cell (stratum)
RACE	Char	1874	1874	01	Race Code
ETH	Char	1875	1875	01	Ethnic Group Code
RACETH	Char	1876	1876	01	Race Ethnic Code
SVC	Char	1877	1877	01	Service
CSERVICE	Num	1878	1879	02	Service Stratification Variable
CPAYGRP4	Num	1880	1881	02	Paygrade Group 4
OCCAWAY3	Num	1882	1883	02	Ranges Months Away For Duty Occupations
POPSAMP	Num	1884	1885	02	Population/Sample Flag
STRAT	Num	1886	1889	04	Stratum Level
NSTRAT	Num	1890	1895	06	Stratum population count
NSAMP	Num	1896	1899	04	Stratum sample size
CINC	Num	1900	1901	02	CinCs
CCONUS	Num	1902	1903	02	CONUS
DDOCAREA	Char	1904	1905	02	Duty Occupation Area
OCCAWAY6	Num	1906	1907	02	6 Ranges Mnths Away For Duty Occupations
CPAYGRP1	Num	1908	1909	02	Paygrade Group1 Stratification Variable
CPAYGRP2	Num	1910	1911	02	Paygrade Group2
CPAYGRP3	Num	1912	1913	02	Paygrade Group3
CREGINS	Num	1914	1915	02	Regions
CSEX	Num	1916	1917	02	Gender Stratification Variable
SEX	Char	1918	1918	01	Sex
CRACECAT	Num	1919	1920	02	Race/Ethnic Category 2 Strat Variable
DMDCID	Num	1921	1926	06	Unique Identifier for the population
MARITAL	Char	1927	1927	01	Marital Status Code

FLG_DR	Char	1928	1928	01	Deers file match flag
PNLCATCD	Char	1929	1929	01	Personnel Category Code
PNLERSN	Char	1930	1930	01	Personnel End Reason Code
PNLEDDT	Num	1931	1938	08	Personnel End Calendar Date
PNLECTYP	Num	1939	1940	02	Personnel Entitlement Condition Type Cde
PNLECERS	Char	1941	1941	01	Personnel Entitlement Cond. End Rsn Code
PNLECEDT	Num	1942	1949	08	Personnel Entitlement End Calendar Date
PNDTHCD	Char	1950	1950	01	Person Death Code
ELIG	Char	1951	1951	01	Eligibility Code
EXPGROUP	Char	1952	1952	01	Unit Address Experimental Group
VALREC	Char	1953	1953	01	Valid Record (eligible by svc)
QCOMP_N	Num	1954	1957	04	Questions Completed Count
QCOMPP	Num	1958	1965	08	Questions Completed Proportion
CRITFLAG	Num	1966	1967	02	Critical Questions Complete Flag
COMPFLAG	Num	1968	1969	02	Questionnaire Complete Flag
WEBSTAT	Num	1970	1971	02	Web Survey Status Code
HISP_NI	Num	1972	1973	02	Hispanic ethnicity, no imputation
HISP_IM	Num	1974	1975	02	Hisp ethnicity, imputation for svy misng
HISPIMPF	Num	1976	1977	02	Flag Hisp ethncty imputed from rcrd data
R_OV_NI	Num	1978	1985	08	Race - Other Valid - No Imputations
E_OV_NI	Num	1986	1993	08	Ethnic Race - Other Valid-No Imputations
OV_IMFLG	Num	1994	1995	02	Other Valid - Imputed 4 Missing - Flag
E_OV_IM	Num	1996	2003	08	Ethnic Race-Other Valid-Impute 4 Missing
XGRADE_F	Num	2004	2005	02	Paygrd Impute Flag:0=No,1=Admin
XSVCF	Num	2006	2007	02	Service Impute Flag:0=No,1=Admin
XSEXF	Num	2008	2009	02	Gender Impute Flag:0=no,1=admin



## **APPENDIX I**

### **NOTES ON ANALYSIS**



## **Notes on Analysis for the 2002 Workplace and Gender Relations Survey**

This section is focused on the analytic variables contained on the survey analysis files that were used in reporting the results of the survey. The section describes basic crossing variables that were constructed, the race/ethnicity variables based on OMB guidelines, and variables constructed for sample design.

### ***Analytic Variables***

The most important variables constructed for analyses have been preserved on the survey analysis files. Where possible these variables are on the public-release file. In every case where a crossing of demographic variables would allow the isolation of one or two respondents, however, either a variable was collapsed into broader categories or some variables were set to missing in the public-release variables in order to preserve respondents' confidentiality.

### ***Key Demographic Variables***

Demographic data are obtained both from respondents' self-reports on the questionnaire and from the ADMF for Active Duty personnel. Self-reported race/ethnicity, gender, Service, and paygrade were used when available in the analyses reported. Where self-reported data were missing, values were imputed through the use of master file data extracted from the May 2001 ADMF for active-duty personnel. These imputed variables are referred to as X (crossing) variables. The only variables that were imputed are those crucial to the tabulation of data. Figure I.1 provides SAS code for the imputation and creation of the DMDC standard for reporting Federal data on race and ethnicity. Figures I.2 – I.5 contain either the SAS code or pseudo code of the crossing variables for Service, gender, and paygrade. Code is also provided for the five- and seven-category race and ethnicity variables and the seven-category paygrade variable.

***Race and Ethnicity.*** XRETH1 implements the U.S. Office of Management and Budget Bulletin 00-02 (2000) standards for reporting Federal data on race and ethnicity. XRETH1 groups the responses to SRRACEA-SRRACEF into racial/ethnic categories, which include multi-racial combinations. The categories are broken down by whether or not the respondent indicates Hispanic descent (from variable SRHISP). Each description in the "RACIAL CATEGORY" column of the chart below is preceded by an H for "Hispanic" if the respondent has a value greater than or equal of 2 for SRHISP, and by a NH for "Non-Hispanic" if SRHISP has the value of 1. The columns to the right of the descriptions show the Hispanic and race/ethnicity codes matching each description. The coding for XRETH1 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of SRRACEA-SRRACEF are assigned the corresponding code (1 to 6) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. The categories for Non-Hispanics are similar, except that some specific racial combinations form their own categories (codes 15-18). The remaining racial combinations reported by Non-Hispanics are coded 19. This variable was imputed using values RACETH and CRACECAT from the DMDC ADMF for

active-duty members. The variables R1XRETH1 and R2XRETH1 collapse XRETH1 into seven or five categories, respectively.

CO DE	RACIAL CATEGORY (XRETH1)	SR- HIS P	SR- RAC EA	SR- RAC EB	SR- RAC EC	SR- RAC ED	SR- RAC EE	SR- RAC EF
1	H American Indian or Alaska Native	>=2	1	1	2	1	1	1
2	H Asian	>=2	1	1	1	2	1	1
3	H Black or African American	>=2	1	2	1	1	1	1
4	H Native Hawaiian or Other Pacific Islander	>=2	1	1	1	1	2	1
5	H White	>=2	2	1	1	1	1	1
6	H Some other race	>=2	1	1	1	1	1	2
7	Hispanic/Latino reporting more than one race	>=2	(Any combination of more than one 2 in SRRACEA-F)					
8	H Unknown race	>=2	-9	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1	1
10	NH Asian	1	1	1	1	2	1	1
11	NH Black or African American	1	1	2	1	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2	1
13	NH White	1	2	1	1	1	1	1
14	NH Some other race	1	1	1	1	1	1	2
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1	1
16	NH Asian & White	1	2	1	1	2	1	1
17	NH Black or African American & White	1	2	2	1	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)					

**Figure I.1.**  
***SAS Code for Race/Ethnicity***

```

/* SAS Code for Race/Ethnicity */
*create variables for comparison of imputing or not imputing ;

* create basic non-imputed self-report of ethnicity ;
SRHISP = SRHISPA1;
HISP_NI = . ;
    if SRHISP = 1 then HISP_NI=1;    /*1=Non-hispanic*/
    if SRHISP GE 2 then HISP_NI=2;    /*2=Hispanic*/

*Imputations from records for Hispanic ethnicity non-response ;
HISP_IM = HISP_NI ;

if HISP_NI NE . then HispImpF = 1 ;
if HISP_IM = . then do ;
    if RACETH in ('A', 'B', 'C', 'D') then HISP_IM = 1 ;
    if RACETH = 'E' then HISP_IM = 2 ;
    if RACETH in ('A', 'B', 'C', 'D') then HispImpF = 2 ;
    if HISP_IM = . and eth in ('1', '4', '6', '9', 'S') then do ;
        HISP_IM = 2 ;
        HispImpF = 2 ;
    end ;
end ;

* Create non-imputed self-report of race with Other valid;
R_OV_NI = 100000*SRRACEf
        + 10000*SRRACEa
        + 1000*SRRACEb
        + 100*SRRACEc
        + 10*SRRACEd
        + 1*SRRACEe;
if SRRACEa lt 1 then R_OV_NI = . ;

*Create non-imputed self-report of ethnicity race with Other valid;
E_OV_NI = 1000000*HISP_NI
        + 100000*SRRACEf
        + 10000*SRRACEa
        + 1000*SRRACEb
        + 100*SRRACEc
        + 10*SRRACEd
        + 1*SRRACEe;
if SRRACEa lt 1 or HISP_NI = . then E_OV_NI = . ;

```

**Figure I. 1. SAS Code for Race/Ethnicity (Continued)**

```

*Imputations from records for non-response on race self-report with
Other valid;
  *This change is made because SRHISPA1 is 8 characters and needs to be
shortened;
  SRHISP=SRHISPA1;
  array notimpt1 SRHISP SRRACEa SRRACEb SRRACEc
    SRRACEd SRRACEe SRRACEf;
  array impt1 iSRHISP iSRRACEa iSRRACEb iSRRACEc
    iSRRACEd iSRRACEe iSRRACEf;
  Do over impt1 ;
    impt1 = notimpt1 ;
  end ;
* Imputations for Missings with Other Valid ;
if R_OV_NI NE . then OV_IMFlg = 1 ;
if R_OV_NI = . then do ;
  if CRACECAT = 1 then iSRRACEa = 2 ;
  if CRACECAT = 1 then OV_IMFlg = 2 ;
  if CRACECAT = 2 then iSRRACEb = 2 ;
  if CRACECAT = 2 then OV_IMFlg = 2 ;
  if RACETH = 'A' then iSRRACEc = 2 ;
  if RACETH = 'A' then OV_IMFlg = 2 ;
  if RACETH = 'X' then iSRRACEf = 2 ;
  if RACETH = 'X' then OV_IMFlg = 2 ;
  if eth in ('8' '7' '2') then iSRRACEc = 2 ;
  if eth in ('8' '7' '2') then OV_IMFlg = 2 ;
  if eth in ('G' 'J' 'K' 'D' '5' 'V' '3') then iSRRACEd = 2 ;
  if eth in ('G' 'J' 'K' 'D' '5' 'V' '3') then OV_IMFlg = 2 ;
  if eth in ('E' 'W' 'L' 'Q' 'H') then iSRRACEe = 2 ;
  if eth in ('E' 'W' 'L' 'Q' 'H') then OV_IMFlg = 2 ;
  if OV_IMFlg = 2 and iSRRACEa lt 1 then iSRRACEa = 1 ;
  if OV_IMFlg = 2 and iSRRACEb lt 1 then iSRRACEb = 1 ;
  if OV_IMFlg = 2 and iSRRACEc lt 1 then iSRRACEc = 1 ;
  if OV_IMFlg = 2 and iSRRACEd lt 1 then iSRRACEd = 1 ;
  if OV_IMFlg = 2 and iSRRACEe lt 1 then iSRRACEe = 1 ;
  if OV_IMFlg = 2 and iSRRACEf lt 1 then iSRRACEf = 1 ;
end;

```

**Figure I. 1. SAS Code for Race/Ethnicity (Continued)**

```

* Impute Missing Ethnicity Race with Other Valid in E_OV_IM ;
E_OV_IM = 1000000*HISP_IM
          + 100000*iSRRACEf
          + 10000*iSRRACEa
          + 1000*iSRRACEb
          + 100*iSRRACEc
          + 10*iSRRACEd
          + 1*iSRRACEe;
          if iSRRACEa lt 1 or HISP_IM = . then E_OV_IM = . ;

* creation of reporting variable for race - OMB guidance of 9 March 00;
if E_OV_IM > 1000000 AND E_OV_IM =< 1222222 then XRETH1 = 19;
* NH Balance of individuals reporting more than one race ;
if E_OV_IM = 1111211 then XRETH1 = 9; * NH American Indian or
Alaska Native ;
if E_OV_IM = 1111121 then XRETH1 = 10; * NH Asian ;
if E_OV_IM = 1112111 then XRETH1 = 11; * NH Black or African
American;
if E_OV_IM = 1111112 then XRETH1 = 12; * NH Native Hawaiian or
Other Pacific Islander ;
if E_OV_IM = 1121111 then XRETH1 = 13; * NH White ;
if E_OV_IM = 1121211 then XRETH1 = 15; * NH American Indian or
Alaska Native & White ;
if E_OV_IM = 1121121 then XRETH1 = 16; * NH Asian & White ;
if E_OV_IM = 1122111 then XRETH1 = 17; * NH Black or African
American & White ;
if E_OV_IM = 1112211 then XRETH1 = 18;
* NH American Indian or Alaska Native & Black or African American ;
if E_OV_IM = 1211111 then XRETH1 = 14; * NH Other Race alone ;
if HISP_IM = 2 then XRETH1 = 7; * Hispanic/Latino reporting > 1;
if HISP_IM = 2 and iSRRACEa lt 1 then XRETH1 = 8; * Hispanic/Latino
unknown race ;
if E_OV_IM = 2111211 then XRETH1 = 1; * H American Indian or
Alaska Native ;
if E_OV_IM = 2111121 then XRETH1 = 2; * H Asian ;
if E_OV_IM = 2112111 then XRETH1 = 3; * H Black or African
American;
if E_OV_IM = 2111112 then XRETH1 = 4; * H Native Hawaiian or
Other Pacific Islander ;
if E_OV_IM = 2121111 then XRETH1 = 5; * H White ;
if E_OV_IM = 2211111 then XRETH1 = 6; * H Other Race alone ;

```

```

If 1 <= xreth1 <= 8 then R2XRETH1=1;          * Hispanic;
else if xreth1 = 13 then R2XRETH1=2;          * NH White;
else if xreth1 = 11 then R2XRETH1=3; * NH Black or African American;
else if xreth1 in (9,10,12,14) then R2XRETH1=4; *NH All Other Race alone ;
else if 15 <= xreth1 <= 19 then R2XRETH1=5; *NH Reporting > One Race;

If 1 <= xreth1 <= 8 then R1XRETH1 = 3; /**Hispanic**/
else if xreth1 = 9 then R1XRETH1 = 4; /**American Indian/Alaskan
Native**/
else if xreth1 in (10, 12) then R1XRETH1 = 5; /**Asian/Pacific Islander**/
else if xreth1 = 11 then R1XRETH1 = 2; /**Black**/
else if xreth1 = 13 then R1XRETH1 = 1; /**White**/
else if xreth1 = 14 then R1XRETH1 = 6; /**Other**/
else if 15 <= xreth1 <= 19 then R1XRETH1 = 7; /**More than one race
marked**/

```

**Figure I.2.**  
***SAS Code Service Component***

***Service Component.*** This variable denotes the member's service component and was used as a crossing variable for tabulations. It is created from self-reported information from Question 6. The values for this constructed variable were filled in for members from CSERVICE if SRSVC was missing and the member record is found on the DMDC ADMF.

```

/***** Creation of XSVC *****/
If srsvc = 1 then xsvc = 1; /*army*/
Else if srsvc = 2 then xsvc = 2; /*navy
Else if srsvc = 3 then xsvc = 3; /*marine corps*/
Else if srsvc = 4 then xsvc = 4; /*air force*/
Else if srsvc = 5 then xsvc = 5; /*coast guard*/
Else xsvc = .;

If xsvc = . then do;
  xsvc = cservice;
  xsvcf = 1;

```



**Figure I.3.**  
***SAS Code for Gender***

**Gender.** This variable denotes the member's gender. It is created from Question 1. The values for this constructed variable were filled in for members from SEX\_M if XSEX is missing.

```
/****** Creation of XSEX *****/

If srsex = 1 then xsex = 1; /*male*/
Else if srsex = 2 then xsex= 2; /*female*/
Else xsex = . ;

If xsex = . & (CSEX = 1 or CSEX =2) then do;
    xsex = CSEX;
    xsexf = 1;
End;
Else xsexf = 0;
```

**Figure I.4. SAS Code for Paygrade.**

**Paygrade.** This variable denotes the member's paygrade. It is created from self-reported information from Question 7. Missing values were imputed from the ADMF variable, PAYGRDE.

```
/****** Creation of XGRADE *****/  
If srgrade = 1 then xgrade = 01; /*Enlisted E-1 */  
Else if srgrade = 2 then xgrade = 02; /*Enlisted E-2 */  
Else if srgrade = 3 then xgrade = 03; /*Enlisted E-3 */  
Else if srgrade = 4 then xgrade = 04; /*Enlisted E-4 */  
Else if srgrade = 5 then xgrade = 05; /*Enlisted E-5 */  
Else if srgrade = 6 then xgrade = 06; /*Enlisted E-6 */  
Else if srgrade = 7 then xgrade = 07; /*Enlisted E-7 */  
Else if srgrade = 8 then xgrade = 08; /*Enlisted E-8 */  
Else if srgrade = 9 then xgrade = 09; /*Enlisted E-9 */  
Else if srgrade = 11 then xgrade = 11; /*Warrant W-1 */  
Else if srgrade = 12 then xgrade = 12; /*Warrant W-2 */  
Else if srgrade = 13 then xgrade = 13; /*Warrant W-3 */  
Else if srgrade = 14 then xgrade = 14; /*Warrant W-4 */  
Else if srgrade = 15 then xgrade = 15; /*Warrant W-5 */  
Else if srgrade = 15 then xgrade = 21; /*Officer O-1 */  
Else if srgrade = 16 then xgrade = 22; /*Officer O-2 */  
Else if srgrade = 17 then xgrade = 23; /*Officer O-3 */  
Else if srgrade = 18 then xgrade = 24; /*Officer O-4 */  
Else if srgrade = 19 then xgrade = 25; /*Officer O-5 */  
Else if srgrade = 20 then xgrade = 26; /*Officer O-6 & above */  
Else xgrade = .;
```

**Figure I.4. SAS Code for Paygrade (Continued)**

```
If xgrade = . & paygrde ne '' then do;
  if paygrde='E01' then xgrade = 1;
  else if paygrde='E02' then xgrade = 2;
  else if paygrde='E03' then xgrade = 3;
  else if paygrde='E04' then xgrade = 4;
  else if paygrde='E05' then xgrade = 5;
  else if paygrde='E06' then xgrade = 6;
  else if paygrde='E07' then xgrade = 7;
  else if paygrde='E08' then xgrade = 8;
  else if paygrde='E09' then xgrade = 9;
  else if paygrde='W01' then xgrade =11;
  else if paygrde='W02' then xgrade =12;
  else if paygrde='W03' then xgrade =13;
  else if paygrde='W04' then xgrade =14;
  else if paygrde='W05' then xgrade =15;
  else if paygrde='O01' then xgrade =21;
  else if paygrde='O02' then xgrade =22;
  else if paygrde='O03' then xgrade =23;
  else if paygrde='O04' then xgrade =24;
  else if paygrde='O05' then xgrade =25;
  else if paygrde='O06' then xgrade =26;
  xgrdef = 1;
end;
else xgrdef = 0;
```

/\* Constructed Paygrade Category. The variable is constructed as a crossing variable. It is created from XGRADE. \*/

```
/****** Creation of RXGRADE *****/
If xgrade in (01, 02, 03, 04) then rxgrade = 1;          /**E1-E4**/
Else if xgrade in (05, 06) then rxgrade = 2;           /**E5-E6**/
Else if xgrade in (07, 08, 09) then rxgrade = 3;       /**E7-E9**/
Else if xgrade in (11, 12, 13, 14, 15) then rxgrade = 4; /**W1-W5**/
Else if xgrade in (21, 22, 23) then rxgrade = 5;       /**O1-O3**/
Else if xgrade > 23 then rxgrade = 6;                  /**O4-O6**/
```

**Figure I.4 Sas Code Used to Create Combined Item 54L and 54M.**

```
*Creation of RB0254LM;  
if GB0254L in (1) then RB0254LM =1;  
else if GB0254L in (2) then RB0254LM =2;  
else if GB0254L in (3) and GB0254M in (0) then RB0254LM =3;  
else if GB0254L in (3) and GB0254M in (1) then RB0254LM =4;  
else if GB0254L in (.B) then RB0254LM = .B;
```

**Figure I.5 Sas Code Used to Create Unprofessional Gender Related Behaviors Scales**

```
*Creation of Uprofessional Gender Related Behaviors Scales;  
  
/** Each Count factor is set to 1 if any behavior comprising it is rated as  
happening at least once else it is set to 0 ;  
  
/*****Creation of Factor of Crude Offensive Behavior*****/  
  
if (sum(GB0255A ge 1 or GB0255C ge 1 or GB0255E ge 1 or GB0255F ge 1)  
ge 1)  
then CRDBVR2 = 1;  
  
else if GB0255A or GB0255C or GB0255E or GB0255F = .B  
then CRDBVR2 = .B; else CRDBVR2 = 0 ;  
  
/*****Creation of Factor of Sexual Attention*****/  
  
if (sum(GB0255H ge 1 or GB0255J ge 1 or GB0255M ge 1 or GB0255N ge  
1) ge 1) then SEXATTN2 = 1;  
  
else if GB0255H or GB0255J or GB0255M or GB0255N = .B  
then SEXATTN2 = .B; else SEXATTN2 = 0 ;
```

**Figure I.5 Sas Code Used to Create Unprofessional Gender Related Behaviors Scales  
(Continued)**

```

/*****Creation of Factor of Sexual Coercion*****/

if (sum(GB0255K ge 1 or GB0255L ge 1 or GB0255O ge 1 or GB0255P ge 1) ge 1)
then SEXCOER2 = 1;

else if GB0255K or GB0255L or GB0255O or GB0255P = .B then SEXCOER2 = .B;

else SEXCOER2 = 0 ;

/*****Creation of Sexist Behavior*****/

if (sum(GB0255D ge 1 or GB0255G ge 1 or GB0255I ge 1 or GB0255B ge 1) ge 1)
then SEXBEH2 = 1;

else if GB0255D or GB0255G or GB0255I or GB0255B = .B then SEXBEH2 = .B;

else SEXBEH2 = 0 ;

/*****Creation of Sexual Assault*****/

if (sum(GB0255Q ge 1 or GB0255R ge 1) ge 1) then SEXASSA2 = 1;

else if GB0255Q or GB0255R = .B then SEXASSA2 = .B;

else SEXASSA2 = 0 ;

/*****Creation of Other Behavior*****/

if (GB0255S ge 1) then OTHRBEH2 = 1;

else if GB0255S = .B then OTHRBEH2 = .B;

else OTHRBEH2 = 0 ;

```

***Figure I.6. SAS Code for Creation of Sexual Harassment Rate Variable***

```
/*****Creation of SH with Label factor*****/  
  
if GB0255A = .B then SEXHAR2= .B;  
  
else if (sum(GB0255A ge 1 or GB0255C ge 1 or GB0255E ge 1 or GB0255F ge 1 or  
GB0255H ge 1 or GB0255J ge 1 or GB0255M ge 1 or GB0255N ge 1 or GB0255K  
ge 1 or GB0255L ge 1 or GB0255O ge 1 or GB0255P ge 1) ge 1)  
and GB0256 in (1 2) then SEXHAR2 = 1;  
  
else SEXHAR2 = 0;
```

***Coding Notes to Convert 1995 Form B Data  
to Form 2002GB Specifications***

When feasible, Form 2002GB was coded for easy comparison to the 1995 Form B survey. For example, where possible special missing value codes were chosen to be consistent with the values used for the 1995 survey. Two major changes were made however. The first change is that skip pattern items in 2002 were forward coded while the 1995 survey had been backward coded. Table I-1 shows the change as coding notes while Figure I.6 shows how to use SAS to change the 1995 Form B dataset to make it compatible with the 2002 dataset.

The third major change was in the construction of key indicators given the changes in the core items measuring gender issues.

**Table I-1*****Special Coding Notes to Convert 1995 Form B Data to Form 2002GB Specifications*****Note    Coding instructions**

1.    **GB95072.** Corrects 1995 Note 6. If GB95072 EQ -2 or 62, then recode to 61. If GB95072 in range of 10-12, then recode to 0-2.
2.    **GB9571CN, GB95071A-GB95071Y, GB95072, GB9572SK**  
Corrects 1995 Note 6; see 2002 Note 15.

GB9571CN is a consistency flag indicating whether GB9571A-GB9571Y are answered consistently with Question 72.

GB9571A-GB9571Y values after first edit step	GB95072 values after first edit step		
	GB95072 EQ 61	GB95072 EQ 0,1,2	GB95072 EQ -8, -9
None > 0	1 (Consistent)	2 (Inconsistent)	-9 (Missing)
At least one in the range of 1-4 (direction to continue)	2 (Inconsistent)	1 (Consistent)	-9 (Missing)
All -8 or -9	-9 (Missing)	-9 (Missing)	-9 (Missing)

If (none of GB9571A-GB9571Y > 0) then GB95072 and GB9572SK = 61



3. **GB9572SK, , GB95073A-GB95073Y, GB95074-GB95077, GB95078A-GB95078N, GB95079-GB95083, GB95084A-GB95084D, GB95085A-GB95085D, GB95086-GB95096, GB95097A-GB95097E, GB95098, GB95099A-GB95099L, GB95099SP, GB95100A-GB95100J, GB9500SP, GB9500SK, GB95102A-GB95102M, GB9502SP, GB95102, GB95103A-GB95103F, GB95104A-GB95104H, GB9504SK, GB95105-GB95106, GB95107A-GB95107T, GB9507SP, GB9507CN, GB95108.**

Corrects 1995 Note 6; see 2002 Note 17.

GB9572SK is a skip flag indicating whether GB95072 is answered consistently with Questions 73-108.

GB95072 value after first edit step	GB95073A-GB95108 values after first edit step	
	at least one NE -9	all EQ -9
61 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
0, 1, 2 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

If GB95072 = 61 then GB95073A-GB95073Y, GB95074-GB95077, GB95078A-GB95078N, GB95079-GB95083, GB95084A-GB95084D, GB95085A-GB95085D, GB95086-GB95096, GB95097A-GB95097E, GB95098, GB95099A-GB95099L, GB95099SP, GB95100A-GB95100J, GB9500SP, GB9500SK, GB95102A-GB95102M, GB9502SP, GB95102, GB95103A-GB95103F, GB95104A-GB95104H, GB9504SK, GB95105-GB95106, GB95107A-GB95107T, GB9507SP, GB9507CN, GB95108 = 61

4. **GB95100A-GB95100J.** If any of GB95100A-GB95100J EQ -2, then recode to 0. Corrects 1995 Note 11.

5. **GB9500SK, GB95102A-GB95102M, GB9502SP, GB95102, GB95103A-GB95103F, GB95104A-GB95104H, GB9504SK, GB95105-GB95106, GB95107A-GB95107T, GB9507SP, GB9507CN, GB95108.**

GB9500SK is a skip flag indicating whether GB95100A-GB95100J are answered consistently with Questions 102-108.

GB95100A-GB95100J values after first edit step	GB95102A-GB95108 values after first edit step	
	(at least one of GB95073A-GB95108 NE -9)	All of GB95073A-GB95108 EQ -9
None in range of 1-3 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
At least one in the range of 1-3 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

After creating the unedited variables:

If (none of GB95100A-GB95101J are in the range of 1-3) then GB95101A-GB95101M, GB9501SP, GB95102, GB95103A-GB95103F, GB95104A-GB95104H, GB9504SK, GB95105-GB95106, GB95107A-GB95107T, GB9507SP, GB9507CN, GB95108 = 63

6. **GB95104A-GB95104H, GB95105.** To correct 1995 Note 14.

If GB95104A = -2 then GB95104B-GB95104H, GB95105 = 65  
If GB95104A = -2 then GB95104A = 1

7. **GB95107A-GB95107T.** To correct 1995 Note 15.

If GB95107A = -2 then GB95107B-GB95107T = 64  
If GB95107A = -2 then GB95107A = 1

8. **GB95130, GB95131A-GB95131B.** To correct 1995 Note 17.

If GB95130 = -2 then GB95131A-GB95131B = 66  
If GB95130 = -2 then GB95130 = 66

**Figure I.6.**

***SAS Code for Conversion of 1995 Form B Data***

```
data library.shs95bs; set datasets.shs95bs ;
_total_ = nwcstrat ;
if wght_flg ;

proc format library=library page;
value ELIGFLGW
  1 = "Eligible weighted"
  2 = "Ineligible weighted"
  3 = "Nonrespondents"
;
Value YesNo
  1='Yes Experienced'
  0='Not Experienced'
;
data datasets.shs95bs;
set datasets.shs95bs ;
if elig_flg=1 and wght_flg=1 then EligFlgW=1;
else if elig_flg=0 and wght_flg=1 then EligFlgW=2;
else EligFlgW=3;
attrib EligFlgW label='Eligibility Flag Weighted' format=EligFlgW.;

/*****Recode of GB95072*****/
If GB95072 in (10 11 12) then GB95072 = GB95072 - 10 ;
If GB95072 in (.M 62) then GB95072 = 61 ;

/*****Correct forward coding from Question 71*****/
If IncType1 = 0 then GB95072 = 61; If IncType1 = 0 then GB9572SK = 61;

/*****Correct forward coding from Question 72*****/
Array From72 GB95073A--GB95073Y GB95074-GB95077 GB95078A--GB95078N
GB95079-GB95083 GB95084A--GB95084D GB95085A--GB95085D GB95086-GB95096
GB95097A--GB95097E GB95098 GB95099A--GB95099L GB95099SP GB95100A--
GB95100J GB9500SP GB9500SK GB95102A--GB95102M GB9502SP GB95102
GB95103A--GB95103F GB95104A--GB95104H GB9504SK GB95105-GB95106 GB95107A-
-GB95107T GB9507SP GB9507CN GB95108 ;
If GB95072 = 61 then do over From72 ; From71 = 61 ; End ;

/*****Recode of Question 100*****/
Array Q100 GB95100A--GB95100J ;
Do over Q100 ; If Q100 = -2 then Q100 = 0 ; End ;

/*****Correct forward coding from Question 100*****/
Sum100 = SUM(GB95100A--GB95100J) ;
Array From100 GB95101A--GB95101M GB9501SP GB95102 GB95103A--GB95103F
GB95104A--GB95104H GB9504SK GB95105-GB95106 GB95107A--GB95107T GB9507SP
GB9507CN GB95108 ;
If Sum100 = 0 then do over From100 ; From100 = 63 ; End ;
```

\*\*\* Each factor is set to 1 if any behavior comprising it is rated as happening at least once  
else it is set to 0 ;

/\*\*\*\*\*Creation of components of SH factor\*\*\*\*\*/

if (sum(gb95071a ge 1 or gb95071c ge 1 or gb95071f ge 1 or gb95071g ge 1) ge 1)  
then crde95 = 1;  
else crde95 = 0 ;

if (sum(gb95071j ge 1 or gb95071n ge 1 or gb95071q ge 1 or gb95071r ge 1) ge 1)  
then sxat95 = 1;  
else sxat95 = 0 ;

if (sum(gb95071o ge 1 or gb95071p ge 1 or gb95071s ge 1 or gb95071t ge 1) ge 1)  
then sxco95 = 1;  
else sxco95 = 0 ;

/\*\*\*\*\*Creation of SH factor\*\*\*\*\*/

if (sum(gb95071a ge 1 or gb95071c ge 1 or gb95071f ge 1 or gb95071g ge 1 or  
gb95071j ge 1 or gb95071n ge 1 or gb95071q ge 1 or gb95071r ge 1 or  
gb95071o ge 1 or gb95071p ge 1 or gb95071s ge 1 or gb95071t ge 1) ge 1)  
and GB95072 in (1 2)  
then sxha95 = 1;  
else sxha95 = 0 ;

/\*\*\*\*\*Creation of sexist behavior, sexual assault, and other component \*\*\*\*\*/

if (sum(gb95071e ge 1 or gb95071h ge 1 or gb95071i ge 1 or gb95071k ge 1) ge 1)  
then sxbe95 = 1;  
else sxbe95 = 0 ;

if (sum(gb95071w ge 1 or gb95071x ge 1) ge 1)  
then sxas95 = 1;  
else sxas95 = 0 ;

if (sum(gb95071y ge 1) ge 1)  
then othr95 = 1;  
else othr95 = 0 ;

format crde95 sxat95 sxco95 sxha95 sxbe95 sxas95 othr95 YesNo.  
EligFlgW EligFlgW.;

LABEL

crde95='Experienced Incident of Crude Offensive Behavior'  
sxat95='Experienced Incident of Unwanted Sexual Attention'  
sxco95='Experienced Incident of Sexual Coercion'  
sxha95='Experienced Incident and Labeled Sexual Harassment'  
sxbe95='Experienced Incident Sexual Behavior'  
sxas95='Experienced Incident Sexual Assault'  
othr95='Experienced Incident of Other Behavior'  
EligFlgW ='Eligibility Flag Weighted';

## **APPENDIX J**

### **SOFTWARE APPLICATIONS FOR THE ANALYSIS OF THE 2002 WORKPLACE AND GENDER RELATIONS SURVEY (FORM 2002GB)**



## Appendix J

### Software Applications for the Analysis of the Armed Forces 2002 Workplace and Gender Relations Survey

Variance estimation procedures have been developed to account for complex sample designs. Using these procedures, factors such as the selection of the sample and the use of differential sampling rates to oversample a targeted subpopulation can be appropriately reflected in estimates of sampling error. The two main methods for estimating variances from a complex survey are known as Taylor series variance estimation and replication. Wolter (1985) is a useful reference on the theory and applications of these methods. Shao (1996) is a more recent review paper that compares these methods.

Standard statistical software packages that assume a simple random sampling design may not properly compute variance estimates from weighted data collected under a design other than simple random sampling. Analyzing the Armed Forces 2002 Workplace and Gender Relations (*WGR*) Survey (*Form 2002 GB*) data file with the proper use of the variable PSW0 as the weighting factor in standard statistical programs will result in accurate point estimates<sup>1</sup> but will not result in accurate variance estimates.

This appendix gives guidance for analyzing<sup>2</sup> the data from WGR Form 2002 GB using three software packages (WesVar, SUDAAN, and SAS) that take into account the sampling design of the survey. In general, SUDAAN, WesVar, and SAS produce the same point estimates.<sup>3</sup> The differences are in the methods used to compute the variances. While WesVar uses only replication methods and SUDAAN can use both replication methods and Taylor series expansions, SAS uses only Taylor series expansions. While SAS has a more limited set of statistics available at this time, it can still produce most of the statistics typically reported from survey data. In version 7, SAS first introduced procedures for estimating variances in data with complex variance structures. However, in Version 8 an important option was added with the *DOMAIN* statement.

For reference, Table J-1 lists some of the features available in SUDAAN, SAS, and WesVar that are relevant to DMDC survey analysis. This list is not exhaustive, particularly for SUDAAN and WesVar. SUDAAN and WesVar have additional analysis features that may be of interest to some data users.

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<sup>1</sup> Differences may occur in point estimates (e.g., means, percentages, and correlations) for different statistical packages as the result of different methods of handling missing data by some procedures.

<sup>2</sup> While two of the three packages can handle at least some regression functions for sample designs other than simple random sampling, this introduction is limited to estimating percentages.

<sup>3</sup> Because the programs may handle missing values differently, estimates may be different when missing values are present.

**Table 7.**  
***Some Features of Three Software Packages for the Analysis of Survey Data***

<b>Feature</b>	<b>SUDAAN</b>	<b>SAS</b>	<b>WesVar</b>
Estimation features reflected in variance estimates			
Stratification	x	x	x
Ineligible cases in poststratification frame	x	x	x
Differential weights among cases	x	x	x
Nonresponse adjustments (unknown eligibility, eligible nonrespondents)	x*	NA	x
Poststratification	x	NA	x
Raking	NA	NA	x
Finite population correction factors	x	x	x**
Tables			
Totals/standard errors	x	x	x
Means/standard errors	x	x	x
Proportions/standard errors	x	x	x
Multi-way tables	x	x	x
Differences of cell estimates/standard errors	x	NA	x
Ratios of cell estimates	x	NA	x
Linear regression			
Parameter estimates/standard errors	x	x	x
Confidence intervals for parameters	x	x	x
Logistic regression			
Parameter estimates/standard errors	x	NA	x
Confidence intervals for parameters	x	NA	x
Odds ratios/confidence intervals	x	NA	x
Multinomial logistic regression (unordered categories)			
Parameter estimates/standard errors	x	NA	x
Odds ratios/confidence intervals	x	NA	x
Multinomial logistic regression (ordered categories)			
Parameter estimates/standard errors	x	NA	NA
Odds ratios/confidence intervals	x	NA	NA

Note: NA= not available.

\* Available in SUDAAN when estimates of variance based on replication methods are used

\*\* Common fpc's at the replicate level



## ***Structure of Datasets***

The public-release WGR Form 2002 GB file contains 60,415 records, one for every sampled individual. These 60,415 records can be divided into three subgroups, which are used for different analytic purposes and may be required by different analytic packages. The primary analytic subgroup (records with ELIGFLGW = 1) is comprised of the records for eligible respondent members and these records are typically all that are required for analyses.

The second subgroup (ELIGFLGW = 2) includes the self-reported ineligibles not identified in the frame and these records are used along with the eligible respondents to develop weights that sum to the population total. Records for the respondents and the self-reported ineligibles (ELIGFLGW = 1 and 2, respectively) are used to compute variance estimates based on the Taylor series linearization method implemented in SUDAAN and SAS Version 8. All 19,982 records with ELIGFLGW equal to 1 or 2 should be used in the analytic dataset for SUDAAN and SAS.<sup>4</sup> The records for known ineligibles are not used in the point estimates, but they are used in computing variances.

The last subgroup (ELIGFLGW = 3) is composed of nonrespondents and ineligibles identified by the frame. These records are needed only to analyze response rates to the survey and are not retained for any other analysis.

The effect of excluding the records for ineligible members may be small on Taylor series variance estimates. However, additional steps to further subset the dataset before passing it to SUDAAN may lead to more serious errors in the variance estimates because SUDAAN would not properly treat the subset as an estimation domain. In this particular situation, SUDAAN could still estimate the variances though they would be different than the same estimates computed using the full dataset of 19,982 records.

## ***Analysis of the WGR Form 2002 GB Using WesVar***

This section describes the use of WesVar to analyze data for the WGR Form 2002 GB survey in order to compute sample estimates and their corresponding standard errors.

WesVar is a package developed by Westat that uses replication methods to compute variance estimates. Through the use of replicates, adjustments made during the weighting process (e.g., nonresponse, raking) can be taken into account by applying the same adjustments to each replicate separately. Replication is computer intensive, but powerful personal computers have largely eliminated this as an issue. However, it is still possible that for very large datasets the computations will exceed the capacity of the machine or take a long time. Although replication can be used for most estimates, replication techniques are not necessarily appropriate for all sample statistics of interest. Special care is needed when trying to estimate the median, quartiles, or any other quantiles. Direct estimates of sampling errors for quantiles are available in version 4.2, while an alternative method due to Woodruff (1952) is available in that and earlier versions of WesVar.

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<sup>4</sup> SUDAAN could also process all records in the file. It would simply skip the 40,433 records with zero weights (PSW0 = 0).

WesVar is an interactive program centered on sessions called “workbooks.” A workbook is a file linked to a specific WesVar dataset. In a workbook, the user can request descriptive statistics, as well as analyze and create new statistics. The information about the design is incorporated into the replicate weights when the WesVar data file is created. For descriptive statistics and analysis variables, “requests” are defined within a workbook. Regression requests support both linear and logistic models. Output listings include statistics such as the sum of weights, means, and percentages, along with their corresponding standard errors, design effects, coefficients of variation (CV), and confidence intervals.

### ***Creation of WesVar Files***

WesVar uses special files to compute statistics.<sup>5</sup> The first step is to transform the SAS files into a WesVar data file known as a VAR file. It is recommended that users include only the 19,960 eligible records (ELIGFLGW=1) during the creation of the VAR file. In this way, there is no need to use a subpopulation option to run statistics for the eligible population. During the creation of the VAR file, additional information about the design is required. In the case of the WGR Form 2002 GB, the information about the design (variance strata and weight adjustments) has been incorporated when the replicate weights were created. The variance estimation method used in WGR Form 2002 GB is called JK<sub>n</sub> and requires two additional files: 1) a file with the finite population factors (FPC.DAT) and 2) a file with the JK<sub>n</sub> factors (JKN.DAT).

### ***Creating a Workbook and Running a Simple Table***

To create a workbook, select the button “New WesVar Workbook” on the opening WesVar screen, which brings up the screen shown in Figure J-1.<sup>6</sup> The “Add Table Set (Single)” and “Add Table Set (Multiple)” buttons are two ways of defining tables. The first example discussed here will be to create a one-way table of the numbers of persons in each level of the computed service component determined by variable XSVC in the data file.

To define this table, click the button “Add Table Set (Single),” which brings up the screen shown in Figure J-2. From the Source Variables list box on the right-hand panel, select and drag the variable XSVC to the Selected box. Then click the button “Add as New Entry” to add the table as a new node to the workbook tree on the left-hand panel. In the column labeled “Sum of Weights,” the checked boxes indicate that estimated totals (Value) and the cell percentages (Percent) associated with each cell total will be printed in the output.

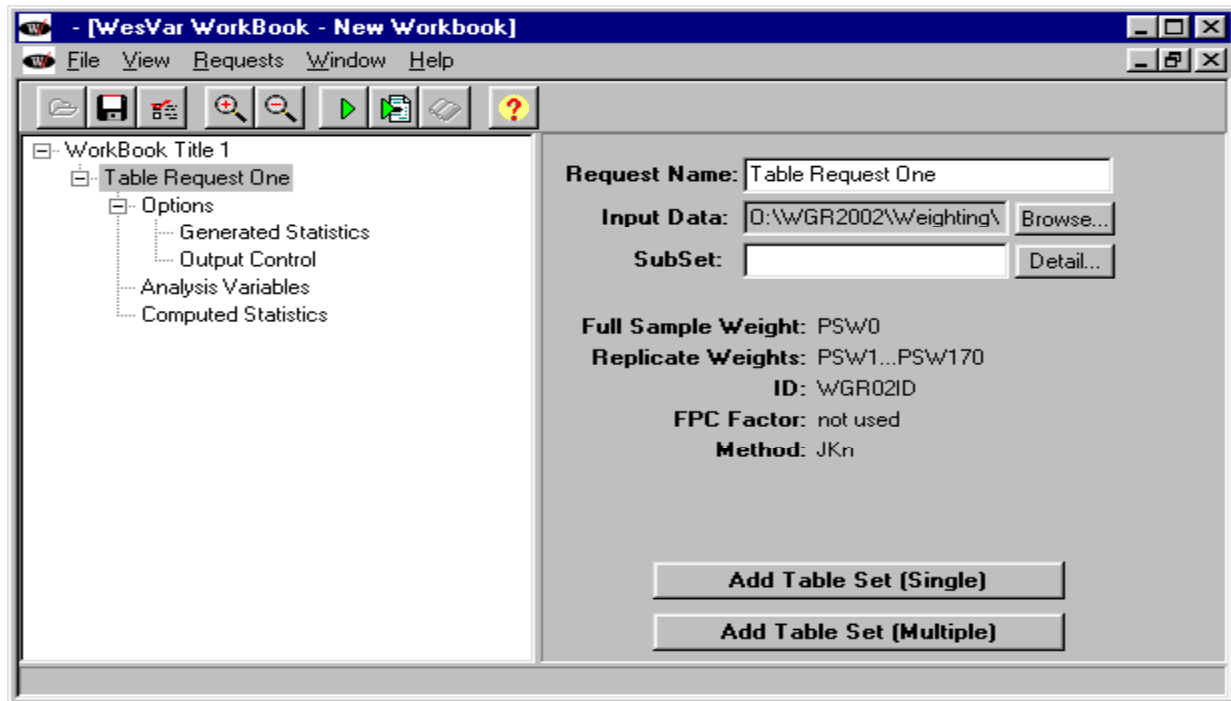
You can give more descriptive labels to the nodes of the workbook tree if desired. For example, you can highlight the “Table Request One” node in the left-hand panel in the screen shown in Figure J-1 and change the request name to “Simple Tabulations” in the right-hand panel.

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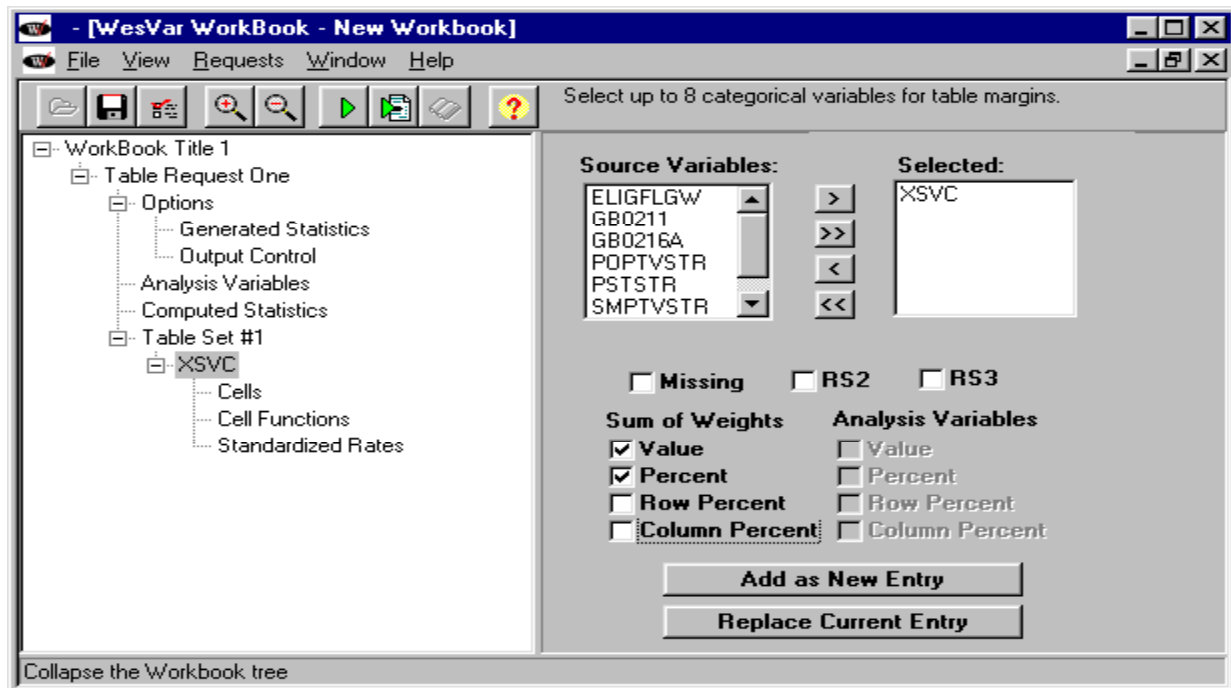
<sup>5</sup> These files are available on CD-ROM for the WGR Form 2002 GB.

<sup>6</sup> The examples and screenshots in this section were done using WesVar Version 4.1. Version 3 and 4.2 are similar.

**Figure J-1.**  
*A WesVar Workbook*



**Figure J-2.**  
*Defining a WesVar Table Request*



To run the XSVC table, select the menu items “Requests/Run Workbook Requests” or click the green triangle button in the toolbar. When the calculation has been completed, the book icon in the toolbar will no longer be gray. You can then view the output by selecting the menu items “Requests/View Output” or by clicking the book icon. The output of this run is shown in Listing J-1. The particular statistics to be printed are selected in the “Options/Generated Statistics” node in the screen shown in Figure J-2. The statistics shown in Listing J-1 are the estimate, standard error, CV (%), numerator and denominator sample sizes for percentages (CELL\_n and DENOM\_n in the output), and design effect. Other choices are confidence intervals (computed using either the  $t$  approximation or the Wilson method for percentages), the effective sample size (defined as the actual sample size divided by the design effect), and the  $p$ -values for testing whether parameters are zero.

### Listing J-1.

#### *WesVar Output Sample of Totals, Percentages, and Standard Errors*

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Summary Information of Table Request One

```

WESVAR VERSION NUMBER :                      v4.1
TIME THE JOB EXECUTED :                      7/26/02 14:39
INPUT DATASET NAME :    O:\WGR2002\Weighting\Wp10\data\Wgr.var
TIME THE INPUT DATASET CREATED :              7/26/02 14:02
FULL SAMPLE WEIGHT :                          PSW0
REPLICATE WEIGHTS :                          PSW1...PSW170
VARIANCE ESTIMATION METHOD :                  JKn

OPTION COMPLETE :                            ON
OPTION FUNCTION LOG :                        ON
OPTION VARIABLE LABEL :                     OFF
OPTION VALUE LABEL :                       OFF
OPTION OUTPUT REPLICATE ESTIMATES :         OFF
FINITE POPULATION CORRECTION FACTOR :        1
VALUE OF ALPHA (CONFIDENCE LEVEL %) :        0.05000 (95.00000 %)
DEGREES OF FREEDOM :                       170
t VALUE :                                   1.974

ANALYSIS VARIABLES :                        None Specified.
COMPUTED STATISTIC :                       None Specified.
TABLE(S) :                                 XSVC

```

Summary Information of Table Request One

```

FACTOR(S) :  0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63
              0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63
              0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63
              0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
              0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
              0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
              0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
              0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
              0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
              1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
              1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

```

## Listing J-1.

### WesVar Output Sample of Totals, Percentages, and Standard Errors (continued)

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1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
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1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

JKn FACTOR(S) : 0.97 0.97 0.97 0.97 0.97 0.97 0.97 0.97 0.97 0.97
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0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99
0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99

NUMBER OF REPLICATES : 170
NUMBER OF OBSERVATIONS READ : 19960
WEIGHTED NUMBER OF OBSERVATIONS READ : 1256947.204

X SVC STATISTIC EST_TYPE ESTIMATE STDERROR CV(%) CELL_n DENOM_n DEFF
1 SUM_WTS VALUE 416579.54 328.576 0.079 4983 N/A N/A
2 SUM_WTS VALUE 333583.67 287.011 0.086 4166 N/A N/A
3 SUM_WTS VALUE 149321.86 368.206 0.247 3060 N/A N/A
4 SUM_WTS VALUE 325233.99 175.618 0.054 6097 N/A N/A
5 SUM_WTS VALUE 32228.15 190.888 0.592 1654 N/A N/A
MARGINAL SUM_WTS VALUE 1256947.2 346.277 0.028 19960 N/A N/A
1 SUM_WTS PERCENT 33.14 0.025 0.077 4983 19960 0.006
2 SUM_WTS PERCENT 26.54 0.019 0.07 4166 19960 0.004
3 SUM_WTS PERCENT 11.88 0.029 0.246 3060 19960 0.016
4 SUM_WTS PERCENT 25.87 0.014 0.055 6097 19960 0.002
5 SUM_WTS PERCENT 2.56 0.015 0.592 1654 19960 0.018
MARGINAL SUM_WTS PERCENT 100 . . 19960 19960 .
```

## Comparing Two Subgroups Using WesVar

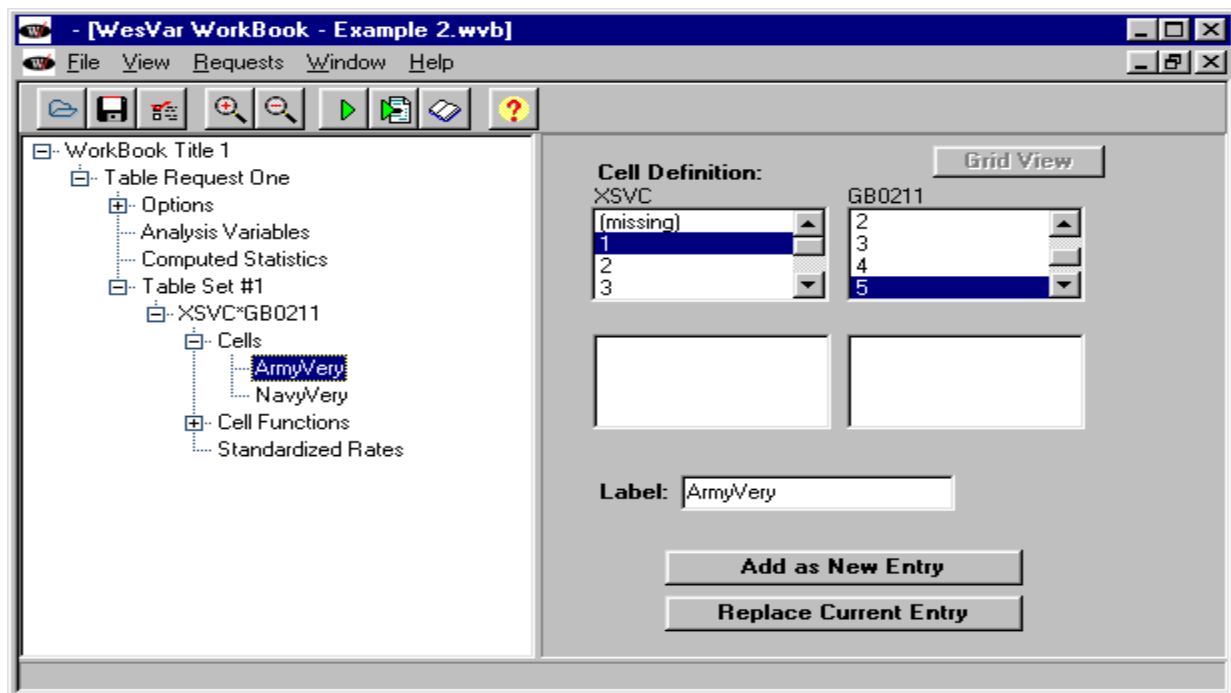
The second example discussed here will compare the percentages of two subgroups of members who reported being very likely to stay on active duty (Question 11, variable GB0211). The subgroups are the Army members and the Navy members.

To compare the two subgroups, create a workbook as in the previous example. Then, create a two-way table comparing the service branches' (XSVC) responses to question GB0211. To define this table, click the button "Add Table Set (Single)" in the screen in Figure J-1, which brings up the screen shown in Figure J-2. From the "Source Variables" list box in the right-hand panel, select the variables XSVC and GB0211 and drag them to the "Selected" box. Then click the "Add as New Entry" button to add the table as a new node in the workbook tree on the left-hand panel.

The levels of the variable XSVC define the rows of the table while the levels of GB0211 define the columns. The values of XSVC equal to 1 and 2 identify the Army and Navy members, respectively. The value of GB0211 equal to 5 indicates that the member reported being very likely to stay on active duty. The following discussion illustrates how to compute the difference between the percentages of Army and Navy members who reported being very likely to stay on active duty.

At this point, the workbook tree will have a node labeled "XSVC\*GB0211" as shown in Figure J-3. Notice that the node XSVC\*GB0211 has three branches labeled "Cells," "Cell Functions," and "Standardized Rates." To calculate the desired difference in percentages, you must define the cells of the table and then combine the estimates for the cells with a cell function.

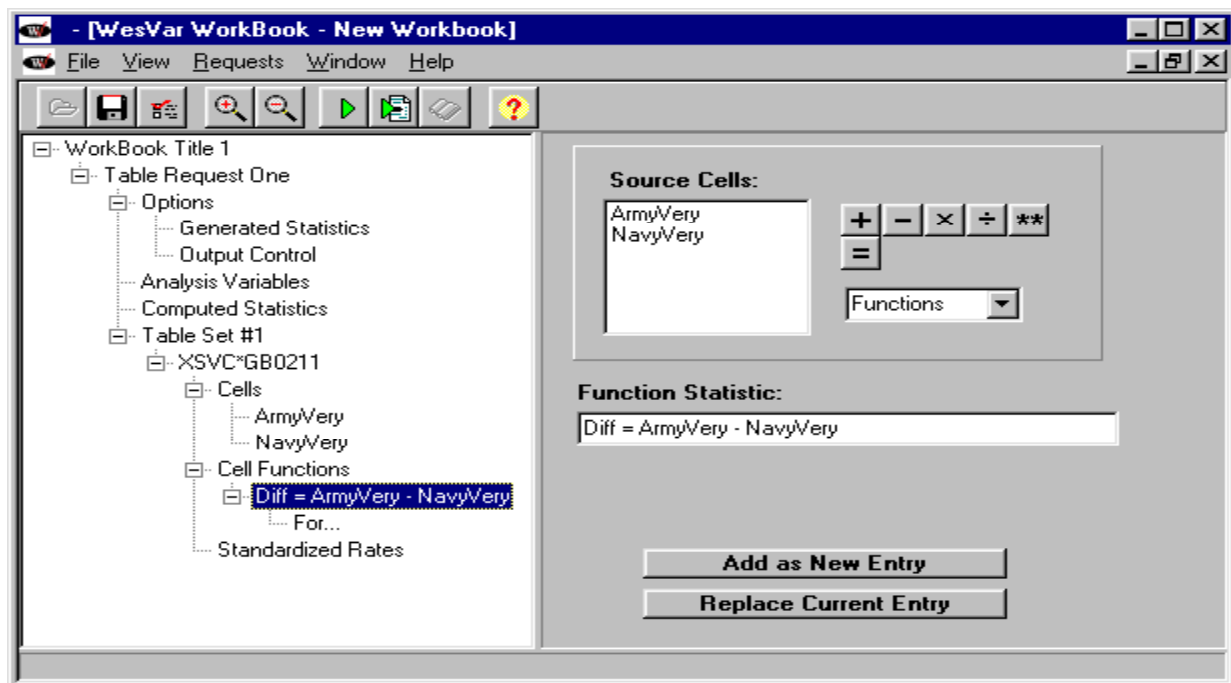
**Figure J-3.**  
*Defining a Cell in a Workbook*



Click the node “Cells” in Figure J-3. From the XSVC list box in the right-hand panel, select the value 1 for Army members and from the GB0211 box list select the value 5 for members who answered “they are very likely to stay on active duty.” A default name for the cell will appear in the “Label” box. By selecting the “Label” box, you can give the cell a more descriptive name (e.g., ArmyVery) as shown in Figure J-3. Then click the “Add as New Entry” button to add the cell to the workbook tree. Repeat this step but instead of selecting the value 1 for Army members in the XSVC list box, select the value 2 for Navy members. From the GB0211 list box select 5 again and give the cell a more descriptive name (e.g., NavyVery). Click the button “Add as New Entry” to add the cell as a new node in the workbook tree on the left.

To compare the new cells you have created, click the node “Cell Functions” in the workbook tree, which brings up the screen shown in Figure J-4. In the “Function Statistic” box, type “Diff =”. “Diff” is a user-specified name that will be printed in the output. Then, from the “Source Cells” list box, select and drag ArmyVery into the “Function Statistic” box. Click (or type) the minus sign. Select and drag NavyVery into the “Function Statistic” box and click the “Add as New Entry” button to add the function as a new node in the workbook tree. The screen should now look like Figure J-4.

**Figure J-4.**  
*Defining a Cell Function*



In the “For” node under the “Cell Functions” node, the statistic SUM\_WTS (sum of weights) will be selected by default, which is the appropriate choice in this example. With the “For” node selected, check the boxes for “Value” and “Row Percent” under “Sum of Weights.” By selecting the check box for “Value,” the differences in the estimated numbers in the Army members and Navy members who said they were very likely to stay on active duty will be computed and printed in the output along with its standard error. Selecting the check box for “Row Percent” will give the difference in the percentages for the Army members and Navy members and the standard error of the difference. Other statistics, such as a confidence interval, can be requested in the “Generated Statistics” node of the workbook tree shown in Figure J-2.

To run the table, select “Requests/Run Workbook Requests” from the menu or click the green triangle button in the toolbar. When the calculation has been completed, the book icon in the toolbar will no longer be gray (inactive). You can then view the output by selecting the menu items “Requests/View Output” or by clicking the book icon. The output is shown in Listing J-2. The last line of the listing shows the estimate of the difference to be –1.46 percent, with a 95% confidence interval from –4.44 to 1.52 percent. The *t*-statistic for testing if this difference is significantly different from zero is –0.967, which is not significant.

**Listing J-2.**  
***Sample WesVar Comparison of Two Subgroups***

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```

WESVAR VERSION NUMBER :                v4.1
TIME THE JOB EXECUTED :                7/26/02 14:39
INPUT DATASET NAME :    O:\WGR2002\Weighting\Wp10\data\Wgr.var
TIME THE INPUT DATASET CREATED :        7/26/02 14:02
FULL SAMPLE WEIGHT :                    PSWO
REPLICATE WEIGHTS :                    PSW1...PSW170
VARIANCE ESTIMATION METHOD :            JKb

OPTION COMPLETE :                      ON
OPTION FUNCTION LOG :                  ON
OPTION VARIABLE LABEL :                OFF
OPTION VALUE LABEL :                  OFF
OPTION OUTPUT REPLICATE ESTIMATES :    OFF
FINITE POPULATION CORRECTION FACTOR :  1
VALUE OF ALPHA (CONFIDENCE LEVEL %) :  0.05000 (95.00000 %)
DEGREES OF FREEDOM :                  170
t VALUE :                             1.974

ANALYSIS VARIABLES :                  None Specified.
COMPUTED STATISTIC :                  None Specified.
TABLE(S) :                            XSVC*GB0211

```



**Listing J-2.**  
**Sample WesVar Comparison of Two Subgroups (continued)**

---

```

      FACTOR(S) :   0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63
                   0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63
                   0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63 0.63
                   0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
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                   0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
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                   0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                   1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
                   1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
                   1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
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                   1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
                   1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
                   1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
                   1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00
      JKn FACTOR(S) : 0.97 0.97 0.97 0.97 0.97 0.97 0.97 0.97 0.97 0.97
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                     0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99
                     0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99 0.99
      NUMBER OF REPLICATES :                170
      NUMBER OF OBSERVATIONS READ :          19960
      WEIGHTED NUMBER OF OBSERVATIONS READ : 1256947.204

      TABLE :                XSVC * GB0211
      Cell Definition :      ArmyVery : XSVC = 1
                              GB0211 = 5
                              NavyVery : XSVC = 2
                              GB0211 = 5
      Function Statistics : Diff = ArmyVery - NavyVery
                              FOR--    SUM_WTS

```

## Listing J-2.

### Sample WesVar Comparison of Two Subgroups (continued)

XSCV	GB0211	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	LOWER 95%	UPPER 95%	t VALUE	PROB> T	CV (%)	CELL_n	DENOM_n	DEFF
1	1	SUM_WTS	VALUE	70715.99	2969.958	64853.25	76578.74	23.810	0.000	4.200	744	N/A	N/A
1	2	SUM_WTS	VALUE	50479.71	2793.583	44965.13	55994.29	18.070	0.000	5.534	598	N/A	N/A
1	3	SUM_WTS	VALUE	52392.19	2846.805	46772.55	58011.83	18.404	0.000	5.434	553	N/A	N/A
1	4	SUM_WTS	VALUE	95568.18	3451.728	88754.41	102381.95	27.687	0.000	3.612	1199	N/A	N/A
1	5	SUM_WTS	VALUE	145918.48	3845.608	138327.19	153509.78	37.944	0.000	2.635	1860	N/A	N/A
1	MARGINAL	SUM_WTS	VALUE	415074.56	511.624	414064.60	416084.51	811.288	0.000	0.123	4954	N/A	N/A
2	1	SUM_WTS	VALUE	48287.21	2112.156	44117.78	52456.64	22.862	0.000	4.374	549	N/A	N/A
2	2	SUM_WTS	VALUE	39366.48	2242.277	34940.19	43792.77	17.556	0.000	5.696	483	N/A	N/A
2	3	SUM_WTS	VALUE	41765.21	2575.612	36680.90	46849.51	16.216	0.000	6.167	461	N/A	N/A
2	4	SUM_WTS	VALUE	80972.37	3412.281	74236.47	87708.27	23.730	0.000	4.214	941	N/A	N/A
2	5	SUM_WTS	VALUE	121540.98	3715.723	114206.08	128875.88	32.710	0.000	3.057	1694	N/A	N/A
2	MARGINAL	SUM_WTS	VALUE	331932.25	477.157	330990.33	332874.16	695.646	0.000	0.144	4128	N/A	N/A
3	1	SUM_WTS	VALUE	27166.82	2020.511	23178.30	31155.34	13.446	0.000	7.437	473	N/A	N/A
3	2	SUM_WTS	VALUE	21716.83	1612.672	18533.39	24900.27	13.466	0.000	7.426	371	N/A	N/A
3	3	SUM_WTS	VALUE	22426.24	1647.677	19173.70	25678.78	13.611	0.000	7.347	362	N/A	N/A
3	4	SUM_WTS	VALUE	33958.99	1891.418	30225.30	37692.69	17.954	0.000	5.570	666	N/A	N/A
3	5	SUM_WTS	VALUE	43503.55	1631.163	40283.60	46723.49	26.670	0.000	3.749	1167	N/A	N/A
3	MARGINAL	SUM_WTS	VALUE	148772.43	448.973	147886.15	149658.71	331.361	0.000	0.302	3039	N/A	N/A
4	1	SUM_WTS	VALUE	34299.15	1735.612	30873.02	37725.28	19.762	0.000	5.060	658	N/A	N/A
4	2	SUM_WTS	VALUE	34811.41	1681.816	31491.48	38131.34	20.699	0.000	4.831	631	N/A	N/A
4	3	SUM_WTS	VALUE	44180.23	1993.176	40245.67	48114.80	22.166	0.000	4.511	796	N/A	N/A
4	4	SUM_WTS	VALUE	78695.98	1983.349	74780.82	82611.14	39.678	0.000	2.520	1491	N/A	N/A
4	5	SUM_WTS	VALUE	131130.96	2633.679	125932.04	136329.89	49.790	0.000	2.008	2487	N/A	N/A
4	MARGINAL	SUM_WTS	VALUE	323117.74	470.662	322188.64	324046.83	686.518	0.000	0.146	6063	N/A	N/A
5	1	SUM_WTS	VALUE	3111.27	335.824	2448.35	3774.19	9.265	0.000	10.794	179	N/A	N/A
5	2	SUM_WTS	VALUE	3090.73	328.839	2441.60	3739.86	9.399	0.000	10.640	181	N/A	N/A
5	3	SUM_WTS	VALUE	5074.13	396.984	4290.48	5857.78	12.782	0.000	7.824	225	N/A	N/A
5	4	SUM_WTS	VALUE	7676.20	433.567	6820.33	8532.07	17.705	0.000	5.648	431	N/A	N/A
5	5	SUM_WTS	VALUE	13040.22	529.380	11995.22	14085.23	24.633	0.000	4.060	630	N/A	N/A
5	MARGINAL	SUM_WTS	VALUE	31992.55	188.569	31620.32	32364.79	169.660	0.000	0.589	1646	N/A	N/A
MARGINAL	1	SUM_WTS	VALUE	183580.44	4457.395	174781.47	192379.42	41.186	0.000	2.428	2603	N/A	N/A
MARGINAL	2	SUM_WTS	VALUE	149465.16	4886.044	139820.03	159110.29	30.590	0.000	3.269	2264	N/A	N/A
MARGINAL	3	SUM_WTS	VALUE	165838.00	4325.685	157299.02	174376.97	38.338	0.000	2.608	2397	N/A	N/A
MARGINAL	4	SUM_WTS	VALUE	296871.72	5824.409	285374.24	308369.21	50.970	0.000	1.962	4728	N/A	N/A

**Listing J-2.**  
**Sample WesVar Comparison of Two Subgroups (continued)**

MARGINAL	5	SUM_WTS	VALUE	455134.20	5934.510	443419.38	466849.02	76.693	0.000	1.304	7838	N/A	N/A
MARGINAL		SUM_WTS	VALUE	1250889.53	788.329	1249333.35	1252445.70	1586.760	0.000	0.063	19830	N/A	N/A
1	1	SUM_WTS	ROWPCT	17.04	0.718	15.62	18.45	23.742	0.000	4.212	744	4954	1.805
1	2	SUM_WTS	ROWPCT	12.16	0.674	10.83	13.49	18.047	0.000	5.541	598	4954	2.106
1	3	SUM_WTS	ROWPCT	12.62	0.683	11.27	13.97	18.471	0.000	5.414	553	4954	2.098
1	4	SUM_WTS	ROWPCT	23.02	0.830	21.39	24.66	27.737	0.000	3.605	1199	4954	1.926
1	5	SUM_WTS	ROWPCT	35.15	0.926	33.33	36.98	37.977	0.000	2.633	1860	4954	1.862
1	MARGINAL	SUM_WTS	ROWPCT	100.00	.	.	.	.	.	.	4954	4954	.
2	1	SUM_WTS	ROWPCT	14.55	0.633	13.30	15.80	22.980	0.000	4.352	549	4128	1.331
2	2	SUM_WTS	ROWPCT	11.86	0.673	10.53	13.19	17.627	0.000	5.673	483	4128	1.788
2	3	SUM_WTS	ROWPCT	12.58	0.775	11.05	14.11	16.237	0.000	6.159	461	4128	2.254
2	4	SUM_WTS	ROWPCT	24.39	1.028	22.36	26.42	23.724	0.000	4.215	941	4128	2.367
2	5	SUM_WTS	ROWPCT	36.62	1.128	34.39	38.84	32.475	0.000	3.079	1694	4128	2.261
2	MARGINAL	SUM_WTS	ROWPCT	100.00	.	.	.	.	.	.	4128	4128	.
3	1	SUM_WTS	ROWPCT	18.26	1.366	15.56	20.96	13.370	0.000	7.480	473	3039	3.798
3	2	SUM_WTS	ROWPCT	14.60	1.086	12.45	16.74	13.447	0.000	7.436	371	3039	2.873
3	3	SUM_WTS	ROWPCT	15.07	1.098	12.91	17.24	13.730	0.000	7.283	362	3039	2.861
3	4	SUM_WTS	ROWPCT	22.83	1.269	20.32	25.33	17.982	0.000	5.561	666	3039	2.78
3	5	SUM_WTS	ROWPCT	29.24	1.089	27.09	31.39	26.860	0.000	3.723	1167	3039	1.741
3	MARGINAL	SUM_WTS	ROWPCT	100.00	.	.	.	.	.	.	3039	3039	.
4	1	SUM_WTS	ROWPCT	10.62	0.536	9.56	11.67	19.815	0.000	5.047	658	6063	1.834
4	2	SUM_WTS	ROWPCT	10.77	0.524	9.74	11.81	20.571	0.000	4.861	631	6063	1.73
4	3	SUM_WTS	ROWPCT	13.67	0.617	12.46	14.89	22.175	0.000	4.510	796	6063	1.953
4	4	SUM_WTS	ROWPCT	24.36	0.614	23.14	25.57	39.656	0.000	2.522	1491	6063	1.241
4	5	SUM_WTS	ROWPCT	40.58	0.806	38.99	42.17	50.366	0.000	1.985	2487	6063	1.632
4	MARGINAL	SUM_WTS	ROWPCT	100.00	.	.	.	.	.	.	6063	6063	.
5	1	SUM_WTS	ROWPCT	9.72	1.053	7.65	11.80	9.238	0.000	10.825	179	1646	2.078
5	2	SUM_WTS	ROWPCT	9.66	1.028	7.63	11.69	9.401	0.000	10.637	181	1646	1.992
5	3	SUM_WTS	ROWPCT	15.86	1.238	13.42	18.30	12.813	0.000	7.804	225	1646	1.89
5	4	SUM_WTS	ROWPCT	23.99	1.350	21.33	26.66	17.768	0.000	5.628	431	1646	1.646
5	5	SUM_WTS	ROWPCT	40.76	1.617	37.57	43.95	25.212	0.000	3.966	630	1646	1.782
5	MARGINAL	SUM_WTS	ROWPCT	100.00	.	.	.	.	.	.	1646	1646	.

**Listing J-2.**

***Sample WesVar Comparison of Two Subgroups (continued)***

MARGINAL	1	SUM_WTS	ROWPCT	14.68	0.356	13.97	15.38	41.235	0.000	2.425	2603	19830	2.006
MARGINAL	2	SUM_WTS	ROWPCT	11.95	0.391	11.18	12.72	30.575	0.000	3.271	2264	19830	2.879
MARGINAL	3	SUM_WTS	ROWPCT	13.26	0.347	12.57	13.94	38.248	0.000	2.614	2397	19830	2.072
MARGINAL	4	SUM_WTS	ROWPCT	23.73	0.463	22.82	24.65	51.308	0.000	1.949	4728	19830	2.344
MARGINAL	5	SUM_WTS	ROWPCT	36.38	0.476	35.44	37.32	76.407	0.000	1.309	7838	19830	1.943
MARGINAL	MARGINAL	SUM_WTS	ROWPCT	100.00	.	.	.	.	.	.	19830	19830	.
LABEL	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	LOWER	UPPER	t	VALUE	PROB> T	CV (%)			
Diff	SUM_WTS	VALUE	24377.50	5525.044	13470.97	35284.03	4.412	4.412	0.000	22.665			
Diff	SUM_WTS	ROWPCT	-1.46	1.511	-4.44	1.52	-0.967	-0.967	0.335	103.379			

## ***Comparing Two Analysis Variables Using WesVar***

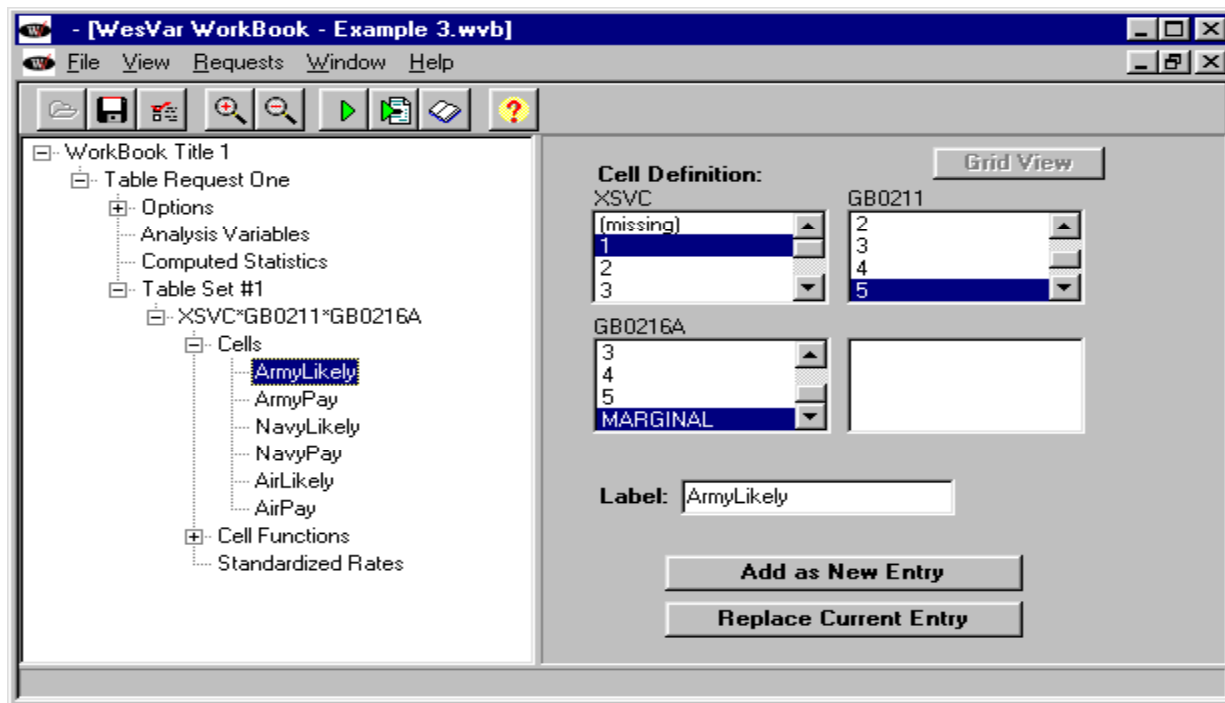
The third example discussed here will compare the response to two questions within subgroups defined by branch of service. The questions are: (1) the member's likelihood of staying on active duty (Question 11, variable GB0211) versus (2) the member's level of satisfaction with their basic pay (Question 16A, variable GB0216A). The subgroups will be the Army, the Navy, and the Air Force.

To compare the two questions within subgroups, create a workbook as in the previous two examples. Then define a three-way table comparing the two questions (GB0211 and GB0216A) within each branch of service (XSVC). The output will be three sub-tables, one for each subgroup, comparing the percentages of members who report being very likely to stay on active duty versus being very satisfied with their basic pay. To define this table, click the button "Add Table Set (Single)" in the screen in Figure J-1, which brings up the screen in Figure J-2. From the "Source Variables" list box in the right-hand panel, select the variables XSVC, GB0211 and GB0216A in that order and drag them to the "Selected" box. Then click the "Add as New Entry" button to add the table as a new node to the workbook tree on the left panel.

The levels of the variable XSVC define the sub-tables while GB0211 define the rows and GB0216A define the columns. The values of XSVC = 1, 2, and 4 identify the members of the Army, the Navy, and the Air Force, respectively. The value of GB0211 = 5 indicates that the member reported being very likely to stay on active duty. The value of GB0216A = 5 indicates that the member reported being very satisfied with their basic pay.

The workbook tree will now have a node labeled "XSVC\*GB0211\*GB0216A" as shown in Figure J-5. Notice that the node for the table XSVC\*GB0211\*GB0216A has three branches labeled "Cells," "Cell Functions," and "Standardized Rates." To calculate the desired difference in percentages, you must define the cells of the table that will be used and then combine estimates for the cells with a cell function.

**Figure J-5.**  
*Defining a Cell in a Workbook*

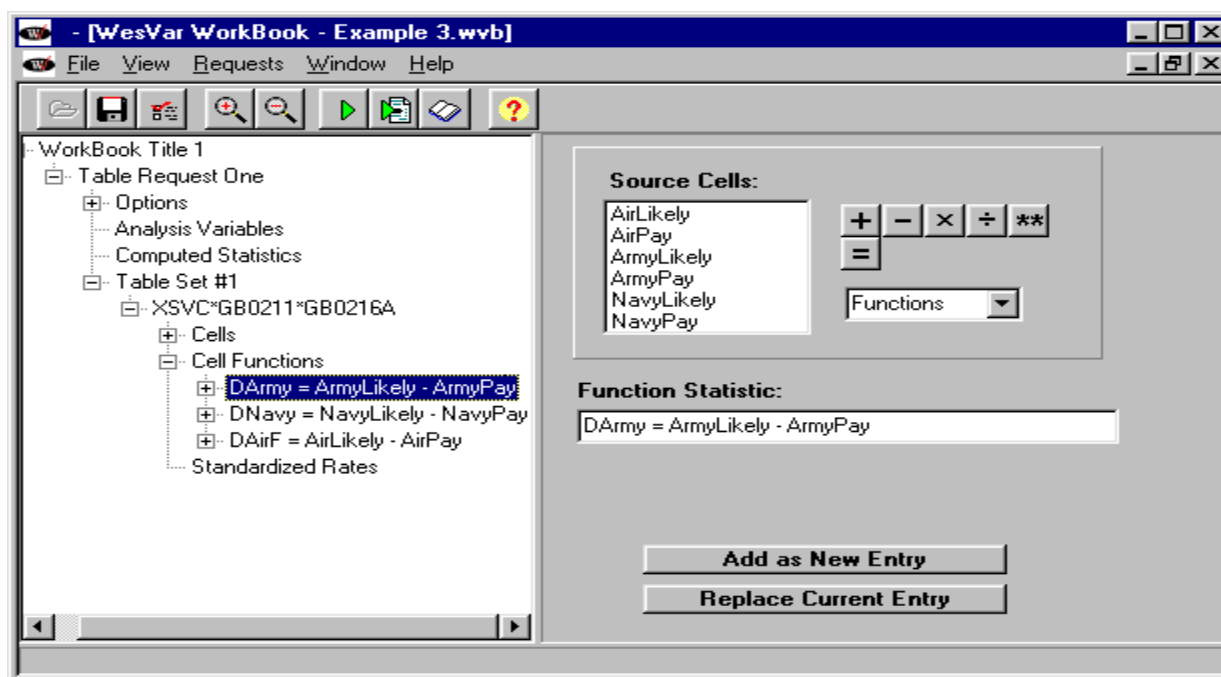


Click the node “Cells” in the screen shown in Figure J-5. From the XSVC list box in the right-hand panel, select the value of 1 for all the Army members. From the GB0211 list box, select the value of 5. From the GB0216A list, select MARGINAL. The cell (GB0211, GB0216A) = (5, MARGINAL) for the Army members will be used to obtain the percentage of the Army members who reported being very likely to stay on active duty. A default name for the cell will appear in the “Label” box. By selecting the “Label” box, you can give the cell a more descriptive name (e.g., ArmyLikely) as shown in Figure J-5. Then click the button “Add as New Entry” to add the cell to the workbook tree. Now, from the XSVC list box in the right-hand panel, select 1 again for all the Army members. From the GB0211 list box, select the item MARGINAL. From the GB0216A list box, select 5. The cell (GB0211, GB0216A) = (MARGINAL, 5) will be used to get the percentage of members who reported being very satisfied with their basic pay. By selecting the “Label” box, you can also give this cell a more descriptive name (e.g., ArmyPay) also shown in Figure J-5. You then click the button “Add as New Entry” to add the cell as a new node in the workbook tree. Repeat these steps for the Navy (XSVC = 2) and the Air Force (XSVC = 4).

To compare the new cells you have created, click the node “Cell Functions” in the workbook tree. This brings up the screen shown in Figure J-6. In the “Function Statistic” box, type “DArmy =”. “DArmy” is a user-specified name for the difference in the two questions for the Army and will be printed in the output. Then, from the “Source Cells” list box, select and drag the item ArmyLikely into the “Function Statistic” box. Click (or type) the minus sign. Select and drag the item ArmyPay into the “Function Statistic” box and click the “Add as New Entry” button to add the function to the workbook tree. In the “Function Statistic” box, type

“DNavy =.” Then, from the “Source Cells” list box, select and drag the item NavyLikely into the “Function Statistic” box. Click (or type) the minus sign. Select and drag the item NavyPay into the “Function Statistic” box and click the "Add as New Entry" button. Finally, in the “Function Statistic” box, type “DAirF =.” From the “Source Cells” list box, select and drag the item AirLikely into the “Function Statistic” box. Click (or type) the minus sign and then, select and drag the item AirPay into the “Function Statistic” box. Click the “Add as New Entry” button. The screen should now look like Figure J-6.

**Figure J-6.**  
*Defining a Cell Function*



In the “For” node under the “Cell Functions” node, the statistic SUM\_WTS (sum of weights) will be selected by default. This is the appropriate choice in this example. With the “For” node selected, check the boxes for “Value” and “Percent” under Sum of Weights. By selecting Value, the differences in the estimated numbers for the two questions GB0211 and GB0216A will be computed and printed in the output listing along with their standard errors. Selecting the check box for Percent will produce the difference in percentages for the two questions and the standard error of such difference. Other statistics, such as a confidence interval, can be requested in the “Generated Statistics” node of the workbook tree shown in Figure J-2.

To run the table, select the menu items “Request/Run Workbook Requests” or click the green triangle button in the toolbar. When the calculation has been completed, the book icon in the toolbar will no longer be gray (inactive). You can then view the output listing by selecting the menu items “Requests/View Output” or by clicking the book icon. An extract of the output listing is shown in Listing J-3. In this example, a significantly smaller percentage of members were satisfied with basic pay than reported they were very likely to remain on active duty in the Army, the Navy and the Air Force.

### Listing J-3.

#### *Sample WesVar Comparison of Two Analysis Variables*

X SVC	GB0211	GB0216A	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	t VALUE	PROB> T	CV(%)	CELL_n	DENOM_n	DEFF
1	5	1	SUM_WTS	PERCENT	3.93	0.383	10.272	0.000	9.735	158	4938	1.917
1	5	2	SUM_WTS	PERCENT	10.86	0.708	15.351	0.000	6.514	508	4938	2.554
1	5	3	SUM_WTS	PERCENT	5.94	0.395	15.029	0.000	6.654	283	4938	1.381
1	5	4	SUM_WTS	PERCENT	12.38	0.604	20.514	0.000	4.875	769	4938	1.658
1	5	5	SUM_WTS	PERCENT	2.09	0.258	8.095	0.000	12.354	140	4938	1.606
1	5	MARGINAL	SUM_WTS	PERCENT	35.21	0.924	38.102	0.000	2.625	1858	4938	1.848
1	MARGINAL	1	SUM_WTS	PERCENT	14.10	0.727	19.400	0.000	5.155	579	4938	2.153
1	MARGINAL	2	SUM_WTS	PERCENT	33.32	1.029	32.367	0.000	3.090	1517	4938	2.355
1	MARGINAL	3	SUM_WTS	PERCENT	19.09	0.849	22.493	0.000	4.446	860	4938	2.302
1	MARGINAL	4	SUM_WTS	PERCENT	29.65	0.982	30.202	0.000	3.311	1706	4938	2.282
1	MARGINAL	5	SUM_WTS	PERCENT	3.84	0.358	10.721	0.000	9.328	276	4938	1.716
1	MARGINAL	MARGINAL	SUM_WTS	PERCENT	100.00	.	.	.	.	4938	4938	.
2	5	1	SUM_WTS	PERCENT	2.35	0.329	7.153	0.000	13.980	91	4108	1.934
2	5	2	SUM_WTS	PERCENT	8.88	0.558	15.917	0.000	6.283	351	4108	1.58
2	5	3	SUM_WTS	PERCENT	5.87	0.510	11.518	0.000	8.682	218	4108	1.931
2	5	4	SUM_WTS	PERCENT	15.76	0.776	20.303	0.000	4.925	793	4108	1.865
2	5	5	SUM_WTS	PERCENT	3.74	0.378	9.887	0.000	10.114	233	4108	1.631
2	5	MARGINAL	SUM_WTS	PERCENT	36.60	1.146	31.949	0.000	3.130	1686	4108	2.323
2	MARGINAL	1	SUM_WTS	PERCENT	8.86	0.693	12.786	0.000	7.821	284	4108	2.444
2	MARGINAL	2	SUM_WTS	PERCENT	28.08	0.887	31.636	0.000	3.161	1013	4108	1.602
2	MARGINAL	3	SUM_WTS	PERCENT	19.05	0.783	24.340	0.000	4.109	674	4108	1.632
2	MARGINAL	4	SUM_WTS	PERCENT	37.67	1.135	33.203	0.000	3.012	1743	4108	2.252
2	MARGINAL	5	SUM_WTS	PERCENT	6.34	0.478	13.278	0.000	7.531	394	4108	1.577
2	MARGINAL	MARGINAL	SUM_WTS	PERCENT	100.00	.	.	.	.	4108	4108	.
4	5	1	SUM_WTS	PERCENT	2.22	0.228	9.705	0.000	10.304	127	6046	1.455
4	5	2	SUM_WTS	PERCENT	11.06	0.480	23.041	0.000	4.340	612	6046	1.416
4	5	3	SUM_WTS	PERCENT	7.03	0.467	15.069	0.000	6.636	366	6046	2.014
4	5	4	SUM_WTS	PERCENT	16.95	0.634	26.754	0.000	3.738	1109	6046	1.724
4	5	5	SUM_WTS	PERCENT	3.32	0.244	13.622	0.000	7.341	264	6046	1.119
4	5	MARGINAL	SUM_WTS	PERCENT	40.58	0.802	50.606	0.000	1.976	2478	6046	1.612
4	MARGINAL	1	SUM_WTS	PERCENT	8.87	0.476	18.612	0.000	5.373	435	6046	1.698
4	MARGINAL	2	SUM_WTS	PERCENT	29.34	0.955	30.742	0.000	3.253	1653	6046	2.657
4	MARGINAL	3	SUM_WTS	PERCENT	17.69	0.770	22.991	0.000	4.350	981	6046	2.459
4	MARGINAL	4	SUM_WTS	PERCENT	37.96	0.937	40.495	0.000	2.469	2513	6046	2.256
4	MARGINAL	5	SUM_WTS	PERCENT	6.13	0.412	14.863	0.000	6.728	464	6046	1.787
4	MARGINAL	MARGINAL	SUM_WTS	PERCENT	100.00	.	.	.	.	6046	6046	.

LABEL	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	t VALUE	PROB> T	CV(%)
DArmy	SUM_WTS	VALUE	129930.91	4069.37	31.929	0.000	3.132
DArmy	SUM_WTS	PERCENT	31.37	0.977	32.104	0.000	3.115
DNavy	SUM_WTS	VALUE	99932.69	3814.045	26.201	0.000	3.817
DNavy	SUM_WTS	PERCENT	30.26	1.165	25.978	0.000	3.849
DAirF	SUM_WTS	VALUE	110967.40	2897.046	38.304	0.000	2.611
DAirF	SUM_WTS	PERCENT	34.45	0.897	38.392	0.000	2.605



## Comparing Estimates from Different Surveys Using WesVar

The fourth example uses a  $t$ -statistic to compare an estimate from one survey with an estimate from an independently selected sample from another survey. The surveys used in this example are the Armed Forces 2002 Workplace and Gender Relations (*WGR*) Survey (*Form 2002 GB*) and the 1995 Sexual Harassment Survey (SHS), which are independent of one another. This example will compare the proportion of Army members who reported being very likely to stay on active duty in the WGR Form 2002 GB (Question 11) with the proportion of Army members who reported being very likely to stay on active duty in the 1995 SHS (Question 10).

To compare the proportions of Army members, who reported being very likely to stay on active duty, first use WesVar to compute the proportion and standard error for this group using the WGR Form 2002 GB data. Specify a workbook as in the previous examples; and create a two-way table comparing the service branches' (XSVC) by members who reported being very likely to stay on active duty (GB0211), as in the second example. After creating the table XSVC\*GB0211, run the table as described before. The output will look like the top section in Listing J-2. Then obtain the proportion estimate of Army members who reported being very likely to stay on active duty in the 1995 SHS and the standard error of that estimate. In the 1995 SHS, the proportion of Army members who reported being very likely to stay on active duty was 37.71 percent with a standard error of 1.133.

The difference between the Army members in the WGR Form 2002 GB and the Army members in the 1995 SHS is  $35.15 - 37.71 = -2.56$  percentage points. To compare the proportions  $p_{Army02}$  and  $p_{Army95}$ , use the following formula to compute the standard error of the difference:

$$se_{Army02-Army95} = \sqrt{se_{Army02}^2 + se_{Army95}^2}$$

and this formula to compute the  $t$ -statistic for testing the difference:

$$t = \frac{p_{Army02} - p_{Army95}}{se_{Army02-Army95}}.$$

In the example above,  $se_{Army02 - Army95} = \sqrt{(0.926)^2 + (1.13)^2} = 1.46$  percent and  $t = \frac{-2.56}{1.46} = -1.75$ , which shows there is a significant difference between Army members in the WGR Form 2002 GB and Army members in the 1995 SHS.

## ***Analysis of the WGR Form 2002 GB Using SUDAAN***

This section describes how to use SUDAAN for the analysis of the WGR Form 2002 GB data and details which options are appropriate to use.

SUDAAN (Software for the Statistical Analysis of Correlated Data) is a statistical package developed by Research Triangle Institute (RTI) to analyze data from complex sample surveys. Like WesVar, SUDAAN computes the standard errors of the estimates taking the survey design into account. While SUDAAN can also use replication methods, it is most often used for computing variances based on the first-order Taylor series approximation also known as linearization.

Linearization variance estimates in SUDAAN can properly account for poststratification but not raking. When raking is used, one possibility is to identify one raking variable that has the most effect on standard errors and tell SUDAAN that the weights were poststratified on that variable. The WGR Form 2002 GB weights were raked to five dimensions. In this case dimension 1 (DIM 1, Table 10 in the Armed Forces 2002 Workplace and Gender Relations Survey weighting report) had the most effect on standard errors.

As mentioned above, all weighted cases are typically kept in the analysis file, even cases not in the subpopulation of interest, because all weighted cases should be used to estimate variances. This applies in the general case of ineligibility but it is most important for analyses focused on a subgroup of the population. See below for an example of use of the *SUBPOPN* statement.

### ***Required Variables***

The variables that provide information about the sample design in SUDAAN are:

- **Variable TVSTR** (Taylor's series variance strata). The variable TVSTR indicates the variance strata to be used for computing the estimates of variance using the Taylor series method. The variable TVSTR was created using the sampling strata. Strata with fewer than 25 records with positive final weights were collapsed with similar strata.
- **Variable ELIGFLGW** (final eligibility indicator). The variable ELIGFLGW indicates the final eligibility of the member. Eligible members have ELIGFLGW = 1 while ineligible members have ELIGFLGW = 2. Records with zero final weight have ELIGFLGW = 3.
- **Variable PSW0** (final full sample weight). The variable PSW0 contains the final weight for the full sample. This weight is positive for all the records where ELIGFLGW = 1 or 2.

- **Variable POPTVSTR** (total population in variance strata). The variable POPTVSTR contains the total population for the variance stratum defined by the variable TVSTR. It is required to compute the finite population correction factors (*fpc*) for the estimates of variance.
- **Variable PSTSTR** (final poststratification cell). The variable PSTSTR indicates the final poststratification cell. As mentioned before, in the last weighting adjustment the final weights were created by raking the nonresponse-adjusted weights to 10 dimensions. Since SUDAAN cannot reflect the variance reduction due to raking we assume that the weights were poststratified to dimension 1 (DIM 1). The value of this variable is a sequential number from 1 to 40 corresponding to the levels of DIM 1. In SUDAAN, the control totals are hardcoded in the program and correspond to totals for cells 1 to 40 in this order.
- **Variables PSW1- PSW170** (final replicate weights). The variables PSW1-PSW170 contains final weights for the 170 replicates created for the WGR Form 2002 GB. These variables are required when variance estimates based on replication methods are computed.

## **SUDAAN Keywords**

The statements and keywords needed to run SUDAAN to compute variance estimates based on the Taylor Series approximation are:

- **DESIGN=STRWOR** (required). The WGR Form 2002 GB is a stratified simple random sample selected without replacement. In some strata the sampling fraction is so large that the *fpc* used in the variance estimation formula is not negligible.
- **NEST TVSTR/ MISSUNIT** (required). The keyword NEST lists the variables whose values identify the sampling stages. In this case, the sample was drawn within strata. The Option /MISSUNIT instructs SUDAAN to compute the variance contribution of any stratum with only one primary sampling unit (PSU) using the difference of that unit's value and the overall mean value of the population. The dataset must be sorted by the variable listed in the NEST statement. In the examples that follow this list of statements and keywords, the datasets are already sorted by the variable TVSTR.
- **WEIGHT PSW0** (required). The keyword WEIGHT lists the final weight to be used in the analysis. In this case, the variable for the weight is the final full sample weight PSW0.
- **TOTCNT POPTVSTR** (required if DESIGN=STRWOR). The keyword TOTCNT lists the variable containing the total population count of the strata. In this case, the variable POPTVSTR contains the population count for the variance stratum TVSTR.

- **SUBPOP** **ELIGFLGW=1** (typically required). The keyword SUBPOP lists the variables and conditions that define the population of interest. The WGR Form 2002 GB data file includes ineligible members with a final positive weight. To compute the correct fpc's, the ineligible members should be included in the file. Analyses, however, should be limited to eligible members only (ELIGFLGW=1). Additional conditions can be included. For example if members in the Navy (XSVC = 2) are to be excluded, the statement should be SUBPOP ELIGFLGW=1 & XSVC <>2.
- **POSTVAR** **PSTSTR** (required but valid only in PROC DESCRIPT and PROC RATIO). The keyword POSTVAR lists the variable that indicates the cells for poststratification. SUDAAN performs an internal poststratification of the weight using the control totals in the POSTWGT statement. If the data does not have any missing values, the point estimate obtained in SUDAAN will be the same as the one obtained in WesVar. If there are missing values, SUDAAN will compute a new weight different than the final weight given in the WEIGHT statement. This statement cannot be used in the PROC CROSSTAB. Also, when the statement POSTVAR is used, the design effect cannot be computed.
- **POSTWGT** 126614 76328 61577 89797 25785 13819 9886 13279 100379 56880 47822 82523 21653 9056 5581 9863 80182 25513 14936 19909 5642 1512 859 962 75219 50549 45270 92783 25423 13708 8975 13747 8288 5707 4672 10130 1237 747 440 755 (required if POSTVAR is used). This statement follows the statement POSTVAR and lists the control totals for the cells indicated by the variable PSTSTR. These totals correspond to the totals for the raking dimension DIM 1.

The additional statements and keywords needed to run SUDAAN to compute estimates of variance based on replication methods are:

- **DESIGN= JACKKNIFE** (required). The WGR Form 2002 GB data file include replicate weights that can be used in SUDAAN. The replication method used to create the weights is a form of the jackknife method. If estimates of variance based on replication methods are computed, the option JACKKNIFE should be used in the design statement.
- **JACKWGTS PSW1- PSW170** (required). The keyword JACKWGTS lists the variable names for the 170 replicate weights created for the WGR Form 2002 GB data.
- **JACKMULT** 30\*0.60549120879 30\*0.73232758586 30\*0.87000030000 80\*0.98493250000 (required). The keyword JACKMULT lists the 170 replicate factors to be applied to each replicate weight. The factors are computed by multiplying separately the finite population factors found in the file FPC.DAT by the JK factor found in the file JKN.DAT for each replicate. Special care is needed so that the order of the factors and the weights are the same in the JACKWGTS and JACKMULT statements and in the files containing the factors.

## Estimates Using SUDAAN based on the Taylor Series approximation

Listing J-4 shows an example of running SUDAAN's PROC CROSSTAB to compute totals, percentages and standard errors for the variable XSVC based on the Taylor Series approximation. The procedure CROSSTAB produces weighted frequencies and percentage distributions for univariate and multivariate (single variable or multiple variable) tabulations. The following statements were used to produce the output in Listing J-4:

```
proc crosstab data=rmret design=strwor def2;
  weight PSW0;          /* final fs weight */
  nest TVSTR /missunit; /*taylor series strata */
  totcnt POPTVSTR ;     /*total population in taylor series strata */
  subpopn ELIGFLGW = 1; /*eligibles only*/
  subgroup XSVC ;
  levels 5 ;
  tables XSVC ;
  title 'proc crosstab sample';
  print nsum wsum sewgt deffwgt totper setot defftot /style=nchs ;
```

### Listing J-4.

#### Sample PROC CROSSTAB Output of Marginal Totals, Percentages, and Standard Errors

```

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              Release 8.0.0

Number of observations read      : 19982      Weighted count : 1258007
Number of observations skipped  : 40433
(WEIGHT variable nonpositive)
Observations in subpopulation   : 19960      Weighted count: 1256947
Denominator degrees of freedom : 19845

Date: 08-29-2002                      Research Triangle Institute          Page : 1
Time: 10:38:57                        The CROSSTAB Procedure                Table : 1

Variance Estimation Method: Taylor Series (STRWOR)
For Subpopulation: ELIGFLGW = 1
by: Constructed Service Component.
-----
Constructed Service                                SE Tot      DEFF Tot
Component      Sample Size  Weighted Size  SE Weighted  Tot Percent  Percent      Percent #4
-----
Total              19960.000    1256947.204    3836.168      100.000      0.000        .
      1              4983.000    416579.538    1871.197      33.142      0.135      0.164
      2              4166.000    333583.672    1765.087      26.539      0.127      0.165
      3              3060.000    149321.856     951.744      11.880      0.077      0.113
      4              6097.000    325233.986    2764.448      25.875      0.173      0.312
      5              1654.000     32228.154     294.835       2.564      0.025      0.048

```

Note: The standard errors of both the estimated totals and percentages in Listing J-4 are much larger than the replication standard errors in Listing J-1. This is because the effect of raking cannot be accounted for in PROC CROSSTAB.

Listing J-5 shows an example of running SUDAAN's PROC DESCRIPT to compute totals and percentages for XSVC.<sup>7</sup> In this procedure, the statements POSTVAR and POSTWGT are being used and the estimates will reflect the reduction in variance due to poststratification. The standard errors estimated by DESCRIPT are smaller than the CROSSTAB estimates (Listing J-4) and are closer to those estimated by WesVar (Listing J-1). If poststratification is ignored, PROC DESCRIPT's estimates of variance are identical to those from PROC CROSSTAB. The output in Listing J-5 was produced by the following statements:

```
proc descript data=rmret design=strwor def2;
weight PSW0;          /* final fs weight */
nest TVSTR /missunit; /*taylor series strata */
totcnt POPTVSTR ;     /*total population in taylor series strata */
subpopn ELIGFLGW = 1; /*eligibles only*/

postvar PSTSTR;
postwgt
126614 76328      61577      89797      25785
13819 9886        13279      100379     56880
47822 82523       21653      9056       5581
9863 80182        25513      14936      19909
5642 1512         859        962        75219
50549 45270       92783      25423      13708
8975 13747        8288       5707       4672
10130 1237        747        440        755;

subgroup XSVC PSTSTR _ONE_;
levels 5 40 1;
var XSVC XSVC XSVC XSVC XSVC;
catlevel 1 2 3 4 5;
table _ONE_; print / style = nchs;
```

---

<sup>7</sup> The procedure DESCRIPT was designed to produce descriptive statistics for continuous variables, but it can also be used for discrete (categorical) variables through combinations of the statements CATLEVEL and VAR and the use of SUDAAN's variable \_ONE\_.

*Sample PROC DESCRIPT Output of Marginal Totals, Percentages, and Standard Errors*

## Comparing Two Subgroups Using SUDAAN

For comparing two subgroups within a survey (e.g., Army vs. Navy), contrasts can be performed in the PROC DESCRIPT<sup>8</sup> procedure. The following statements were used to produce the output in Listing J-6. This example assumes that the SAS callable version of SUDAAN is used.

```
proc descript data=rmret design=strwor;
  weight PSW0;                /* final fs weight */
  nest TVSTR /missunit;       /*taylor series strata */
  totcnt POPTVSTR;            /*total population in taylor series strata */
  subpopn ELIGFLGW=1;         /*eligibles only */

  postvar PSTSTR;
  postwgt
  126614 76328      61577      89797      25785
  13819 9886        13279      100379     56880
  47822 82523       21653      9056       5581
  9863 80182        25513      14936      19909
  5642 1512         859        962        75219
  50549 45270       92783      25423      13708
  8975 13747        8288       5707       4672
  10130 1237        747        440        755;

  subgroup GB0211 XSVC PSTSTR _ONE_;
  levels 5 5 40 1 ;
  var GB0211 ;
  catlevel 5 ;
  /* the catlevel statement acts as a where statement restricting the analysis to the fifth level
     (in this case) of the variable GB0211 (How likely is it that you would stay active duty?)*
  contrast XSVC = (1 -1 0 0 0) / name = "Army vs Navy";
  table _ONE_ ;
  print ;
run ;
```

As can be seen in comparing Listings J-2 and J-6, the estimate of the difference in percentages between the groups is the same at  $-1.46$ , although the  $t$ -test values, which depend on variances, differ slightly. For example, WesVar using JK $n$  replication method  $t = -0.967$  while SUDAAN using linearization  $t = -1.09$ .

---

<sup>8</sup> The procedure DESCRIPT was designed to produce descriptive statistics for continuous variables, but it can also be used for discrete (categorical) variables through combinations of the statements CATLEVEL and VAR and the use of SUDAAN's variable \_ONE\_.



**Listing J-6.**  
**Sample PROC DESCRIPT Comparison of Two Subgroups**

---

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 Release 8.0.0

Number of observations read      : 19982      Weighted count : 1258007  
 Number of observations skipped : 40433  
 (WEIGHT variable nonpositive)  
 Observations in subpopulation : 19960      Weighted count: 1256947  
 Denominator degrees of freedom : 19845

Date: 08-15-2002      Research Triangle Institute      Page : 1  
 Time: 11:29:01      The DESCRIPT Procedure      Table : 1

Variance Estimation Method: Taylor Series (STRWOR)  
 Post-stratified estimates  
 For Subpopulation: ELIGFLGW = 1  
 by: Variable, One, Contrast.

for: Variable = How likely you would stay on active duty:      5.

-----		
One		Contrast
		Army vs Navy
-----		
Total	Sample Size	9082
	Weighted Size	747000.00
	Cntrst Total	24375.90
	Cntrst Pct	-1.46
	SE Cntrst Pct	1.34
	T-Test	
	Cont.Pct=0	-1.09
	P-value T-Test	
	Cont.Pct=0	0.2770
-----		
1	Sample Size	9082
	Weighted Size	747000.00
	Cntrst Total	24375.90
	Cntrst Pct	-1.46
	SE Cntrst Pct	1.34
	T-Test	
	Cont.Pct=0	-1.09
	P-value T-Test	
	Cont.Pct=0	0.2770
-----		

## Comparing Two Analysis Variables Using SUDAAN

To compare two questions within subgroups requires that you work with the data to compute a statistical test. SUDAAN does not have an option that will easily allow you to compare two analysis variables. If the missing data patterns are the same for the two variables then you can use SAS to create a new variable containing the differences between the two questions and, by using the new variable on the VAR statement of the SUDAAN PROC DESCRIPT, produce the  $t$ -statistic in SAS.

To illustrate this, we used the same questions shown in the WesVar example (Listing J-3): Question 11, variable GB0211 versus Question 16A, variable GB0216A. In addition, we limit our analysis to the Army, the Navy, and the Air Force subgroups. The SAS code to compute the differences between the two variables (those members who were very likely to stay on active duty versus those who were very satisfied with their basic pay) consists of the following statements:

```
if GB0211 = 5 then a=1; else if GB0211 gt 0 then a=0;
if GB0216A = 5 then b=1; else if GB0216A gt 0 then b=0;
DIFF=a-b;

if XSVC in (1) then RXSVC =1;
    else
if XSVC in (2) then RXSVC=2;
    else
if XSVC in (4) then RXSVC=3;
/*recodes Army to 1, Navy to 2, and Air Force to 3 because SUDAAN requires no breaks in code*/
```

To obtain the total and mean differences between the two variables of each subgroup and their standard errors, use the following statements:

```
proc descript data=temp design=strwor;
  weight PSW0;          /* final fs weight */
  nest TVSTR /missunit; /*taylor series strata */
  totcnt POPTVSTR;      /*total population in taylor series strata */
  subpopn ELIGFLGW=1;   /*eligibles only */

  postvar PSTSTR;
  postwgt
  126614 76328      61577   89797   25785
  13819  9886       13279   100379  56880
  47822  82523      21653   9056    5581
  9863   80182      25513   14936   19909
  5642   1512       859     962     75219
  50549  45270      92783   25423   13708
  8975   13747      8288    5707    4672
  10130  1237       747     440     755;

  subgroup RXSVC PSTSTR;
  levels 3      40;
  tables RXSVC;
  var DIFF ;          /*computed difference-GB0216A vs GB0211*/

  print total setotal mean semean/meanfmt=f10.7 semeanfmt=f10.7;
                        /*output total and mean differences by subgroups*/
  output total setotal mean semean/meanfmt=f10.7 semeanfmt=f10.7
  filename = means filetype = SAS ;
```

The mean and standard error of the mean produced by SUDAAN are written to a SAS dataset to facilitate the analysis. Next, to compute the  $t$ -value, i.e., the difference in the proportions:

```
data means ;  
  set means ;  
  mean2 = mean * 100;  
  semean2 = semean * 100;  
  label mean2 = "% estimate";  
  label semean2 = "% stderror";  
  tdiff = mean2 / semean2;  
  label tdiff = "t value";  
  proc print label;  
  var RXSVC total settotal mean2 semean2 tdiff;  
run ;
```

As shown in Listing J-7, the estimated total and percentage differences match the output from the WesVar Listing J-3. Standard error estimates and  $t$ -values are similar.

## Listing J-7.

### *Sample PROC DESCRIPT Comparison of Two Analysis Variables*

---

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Release 8.0.0

Number of observations read      : 19982      Weighted count : 1258007  
Number of observations skipped : 40433  
(WEIGHT variable nonpositive)  
Observations in subpopulation : 19960      Weighted count: 1256947  
Denominator degrees of freedom : 19845

Date: 08-15-2002      Research Triangle Institute      Page : 1  
Time: 11:30:22      The DESCRIPT Procedure      Table : 1

Variance Estimation Method: Taylor Series (STRWOR)  
Post-stratified estimates  
For Subpopulation: ELIGFLGW = 1  
by: Variable, RXSVC.

---

Variable	RXSVC					
	Total	1	2	3		
DIFF	Total	340832.16	129929.13	99932.36	110970.67	
	SE Total	6023.90	3890.73	3526.13	2952.40	
	Mean	0.3195391	0.3136874	0.3025696	0.3444597	
	SE Mean	0.0056368	0.0093739	0.0106587	0.0091463	

---

Obs	RXSVC	Total	SE Total	%	%	t value
				estimate	stderror	
1	0	340832.16	6023.90	31.9539	0.56368	56.6876
2	1	129929.13	3890.73	31.3687	0.93739	33.4639
3	2	99932.36	3526.13	30.2570	1.06587	28.3870
4	3	110970.67	2952.40	34.4460	0.91463	37.6613

---

## Comparing Estimates from Different Surveys Using SUDAAN

This example compares the percentage of Army members who reported being very likely to stay on active duty in the WGR Form 2002 GB with the Army members in the 1995 SHS. Similar to the WesVar example, comparing estimates from different surveys, a *t*-statistic will be used.

To compare the proportions of Army members who reported being very likely to stay on active duty, first use SUDAAN to compute the proportion and standard error for this group using the WGR Form 2002 GB data. Change the following statements in the code for the PROC CROSSTAB example in SUDAAN to get the proportion and standard error:

```
Subgroup RXSVC    PSTSTR ;
levels    3        40 ;
tables    RXSVC
var       a ;
```

Then obtain the proportion estimate of Army members who reported being very likely to stay on active duty in the 1995 SHS and the standard error of that estimate. In the 1995 SHS, the proportion of Army members who reported being very likely to stay on active duty was 37.71 percent with a standard error of 1.133.

The difference between the Army members in the WGR Form 2002 GB and the Army members in the 1995 SHS is  $35.15 - 37.71 = -2.56$  percentage points. Use the same formula as in the WesVar example to calculate a standard error of the difference of 1.44 and a *t*-statistic of  $-1.78$ . The point estimate of the difference between the Army members in the WGR Form 2002 GB and the 1995 SHS is the same for both WesVar and SUDAAN but the *t*-statistics, which depend on variances, are slightly different. In WesVar using the JK<sub>n</sub> replication method  $t = -1.75$  while in SUDAAN, using linearization,  $t = -1.78$ .

## Estimates Using SUDAAN based on Replication

*The following SUDAAN statements produce a table for the variable XSVC similar to the WesVar table in Listing J-1.*

```
proc crosstab data = appendj2 design = JACKKNIFE ;
  weight PSW0; /* final fs weight */
  JACKWGTS PSW001-PSW170 ;
  JACKMULT 30*0.60549120879 30*0.73232758586 30*0.87000030000 80*0.98493250000;
  subpopn ELIGFLGW = 1 ; /* eligibles only */
  subgroup XSVC ;
  levels 5;
  tables XSVC ;
  title 'proc crosstab sample';
  print nsum wsum sewgt deffwgt totper setot defftot /style=nchs ;
run ;
```

## ***Analysis of WGR Form 2002 GB Using SAS***

This section describes how to use SAS Version 8.0 or later to analyze the WGR Form 2002 GB data files<sup>9</sup>. As mentioned above, because all weighted cases should be used to estimate the variance, all weighted cases should be kept in the analysis file, even cases not in the subpopulation of interest. This applies both in the general case of ineligibility and specific cases of analyses focused on a part of the population. See below for an example of the use of the *DOMAIN* statement.

### ***Required Variables***

The variables that provide information about the sample design in SAS are:

- Variable TVSTR (Taylor's series variance strata). As in SUDAAN, the variable TVSTR indicates the variance strata to be used for computing the estimates of variance using the Taylor series method
- Variable ELIGFLGW (final eligibility indicator). The variable ELIGFLGW indicates the final eligibility of the member. Eligible members have ELIGFLGW =1 while ineligibles have ELIGFLGW=2. Records with zero final weight have ELIGFLGW=3.
- Variable PSW0 (final sample weight). The variable PSW0 contains the final weight for the full sample. This weight is positive for all the records where ELIGFLGW = 1 or 2.
- Variable \_TOTAL\_. SAS requires that the reserved variable name \_TOTAL\_ be used for the variable that was saved on the dataset as POPTVSTR. This variable contains the population counts for the variance strata (variable TVSTR). It is required to compute the fpc for the estimates of variance.

The following statements<sup>10</sup> are available in PROC SURVEYMEANS:

```
PROC SURVEYMEANS < options > < statistic-keywords >;
  CLASS variables;
  DOMAIN variables < variable*variable variable*variable*variable ... > ;
  STRATA variables < / option > ;
  VAR variables ;
  WEIGHT variable ;
```

---

<sup>9</sup> Examples given in this report were produced using SAS Version Release 8.2.

<sup>10</sup> A CLUSTER statement can also be used to specify cluster identification variables in a clustered sample design. A BY statement can be used with PROC SURVEYMEANS to obtain separate analyses for groups defined by the BY variables. Note that using a BY statement provides completely separate analyses of the BY groups unlike the variance estimates when using a DOMAIN statement that takes into account the full variance structure. When a BY statement appears, the procedure expects the input data sets to be sorted in order of the BY variables. The variables are one or more variables in the input data set. If you specify more than one BY statement, the procedure uses only the latest BY statement and ignores any previous ones.

The PROC SURVEYMEANS statement invokes the procedure. It optionally names the input datasets and specifies statistics for the procedure to compute. The PROC SURVEYMEANS statement is required.

The VAR statement identifies the variables to be analyzed. The CLASS statement identifies those numeric variables that are to be analyzed as categorical variables. The STRATA statement lists the variables that form the strata in a stratified sample design. The DOMAIN statement lists the variables that define domains for subpopulation analysis. The WEIGHT statement names the sampling weight variable. All statements can appear multiple times except the PROC SURVEYMEANS statement and the WEIGHT statement, which can appear only once.

In order to take into account finite population correction factors, a dataset has to be named that includes the reserved variable `_TOTAL_`. This dataset can either be the same dataset as the one containing the variables to be analyzed, or a new condensed dataset that is created to speed processing. The following statements can be used to create a working dataset (main) and a condensed dataset (tots4fpc) with the stratum population counts. Note that in creating this condensed dataset, the class statement has to contain the stratification variable (i.e., TVSTR) and any variables that are subsequently used in a WHERE statement (e.g., ELIGFLGW).<sup>11</sup>

```
data main ;
  set rmret
  (keep = ELIGFLGW TVSTR POPTVSTR XSVC PSW0 GB0211 GB0216A) ;
  *limited variables kept to speed processing ;
  if ELIGFLGW in (1,2) ; *keeps all weighted records ;
  _TOTAL_ = POPTVSTR ; * creates the variable with the SAS required name ;
run ;
proc means data = main noprint;
  var _TOTAL_;
  output out=tots4fpc max=;
  class TVSTR ELIGFLGW;
run ;
```

## ***Point Estimates Using SAS***

The following statements can be used to compute the proportions of the Services using the variable XSVC.

```
proc surveymeans data = main total = tots4fpc mean stderr;
  strata TVSTR;
  var XSVC;
  class XSVC;
  domain ELIGFLGW;
  weight PSW0 ;
run ;
```

The output is shown in Listing J-8. The procedure SURVEYMEANS produces proportions and standard errors of proportions, both of which can be converted to percentages by

---

<sup>11</sup> The class statement also has to contain any variables to appear in a BY statement to be used in PROC SURVEYMEANS.

multiplying by 100. The percentages for eligibles match those produced by WesVar (Listing J-1) and SUDAAN (Listings J-4 and J-5).

As mentioned above, the dataset could be subset to just those who are eligible in a data step or by using a WHERE statement. The following statements can be used to compute the proportion of the members in each of the services using the variable `XSVC`.<sup>12</sup>

```
proc surveymeans data = main total = tots4fpc mean stderr;
  strata TVSTR;
  var XSVC;
  class XSVC;
  where ELIGFLGW=1;
  weight PSW0 ;
run;
```

The output is shown in Listing J-9. The percentages match those produced by the other procedures, but the variances are often smaller than those estimated by SAS when the DOMAIN statement is used so that all weighted cases are used to estimate the variance structure. This method of using the WHERE statement is not appropriate because it does not take into account the complete probability structure—it is not equivalent to using the SUBPOPN statement in SUDAAN.

---

<sup>12</sup> ELIGFLGW would have to have appeared on the CLASS statement of the PROC MEAN that created the file tots4fpc.



**Listing J-8.*****Sample PROC SURVEYMEANS of Marginal Proportions and Standard Errors Using DOMAIN Statement***

---

The SURVEYMEANS Procedure

## Data Summary

Number of Strata	137
Number of Observations	19982
Sum of Weights	1258007

## Class Level Information

Class					
Variable	Label	Levels	Values		
XSVC	Constructed Service Component	5	1 2 3 4 5		

## Statistics

Variable	Label	Mean	Std Error of Mean
-----	-----	-----	-----
XSVC=1	Constructed Service Component	0.331240	0.001346
XSVC=2		0.265436	0.001257
XSVC=3		0.118904	0.000749
XSVC=4		0.258783	0.001728
XSVC=5		0.025638	0.000244
-----	-----	-----	-----

## Domain Analysis: ELIGFLGW

ELIGFLGW	Variable	Label	Mean	Std Error of Mean
-----	-----	-----	-----	-----
1	XSVC=1	Constructed Service Component	0.331422	0.001349
	XSVC=2		0.265392	0.001267
	XSVC=3		0.118797	0.000756
	XSVC=4		0.258749	0.001730
	XSVC=5		0.025640	0.000244
2	XSVC=1	Constructed Service Component	0.047622	0.036555
	XSVC=2		0.334440	0.225800
	XSVC=3		0.284806	0.152834
	XSVC=4		0.311049	0.160320
	XSVC=5		0.022083	0.022739
-----	-----	-----	-----	-----

---

## Listing J-9.

### *Sample PROC SURVEYMEANS of Marginal Proportions and Standard Errors*

---

The SURVEYMEANS Procedure

Data Summary

Number of Strata	137
Number of Observations	19960
Sum of Weights	1256947.2

Class Level Information

Class					
Variable	Label	Levels	Values		
XSVC	Constructed Service Component	5	1 2 3 4 5		

Statistics

Variable	Label	Mean	Std Error of Mean
XSVC=1	Constructed Service Component	0.331422	0.001346
XSVC=2		0.265392	0.001258
XSVC=3		0.118797	0.000749
XSVC=4		0.258749	0.001728
XSVC=5		0.025640	0.000244

---

## Comparing Two Subgroups Using SAS

When comparing two subgroups within a survey (e.g., Army vs. Navy), SAS can be used to estimate the difference and variance components but the *t*-test has to be manually calculated because it is not possible to request a contrast. The following statements were used to produce the output in Listing J-10.

```
proc surveymeans data = main total= tots4fpc mean stderr;
  strata TVSTR;
  domain XSVC*ELIGFLGW;
  var GB0211;
  class GB0211;
  weight PSW0 ;
run ;
```

The difference between the Army and the Navy is  $100*(0.351548 - 0.366162) \approx -1.4614$  percentage points. To compare the proportions  $p_{Army}$  and  $p_{Navy}$ , use the following formula to compute the standard error of the difference:

$$se_{Army-Navy} = \sqrt{se_{Army}^2 + se_{Navy}^2}$$

and this formula to compute the  $t$ -statistic for testing the difference:

$$t = \frac{P_{Army} - P_{Navy}}{se_{Army-Navy}}.$$

In the example above,  $se_{Army-Navy} = 100 * \sqrt{(0.009078)^2 + (0.010192)^2} = 1.3649$  percent and  $t = \frac{-1.4614}{1.3649} = -1.0707$ , which is the same as the  $t$ -value of the SUDAAN estimate. Again, the  $t$ -value using linearization is slightly higher than using replication methods (WesVar).

#### Listing J-10.

#### *Sample PROC SURVEYMEANS of Marginal Proportions and Standard Errors*

---

The SURVEYMEANS Procedure

##### Data Summary

Number of Strata	137
Number of Observations	19982
Sum of Weights	1258007

##### Class Level Information

Class				
Variable	Label	Levels	Values	
GB0211	How likely you would stay on active duty	5	1 2 3 4 5	

##### Statistics

Variable	Label	Mean	Std Error of Mean
GB0211=1	How likely you would stay on active duty	0.146873	0.004031
GB0211=2		0.119458	0.003614
GB0211=3		0.132639	0.003829
GB0211=4		0.237271	0.004650
GB0211=5		0.363760	0.004791

**Listing J-10.**

***Sample PROC SURVEYMEANS of Marginal Proportions and Standard Errors (continued)***

Domain Analysis: ELIGFLGW\*XSVC

ELIGFLGW	XSVC	Variable	Label	Mean	Std Error of Mean
1	1	GB0211=1	How likely you would stay on active duty	0.170369	0.008237
		GB0211=2		0.121616	0.007013
		GB0211=3		0.126224	0.007322
		GB0211=4		0.230243	0.008880
		GB0211=5		0.351548	0.009078
		2	How likely you would stay on active duty	0.145473	0.008054
		GB0211=2		0.118598	0.007236
		GB0211=3		0.125824	0.007785
		GB0211=4		0.243942	0.009826
		GB0211=5		0.366162	0.010192
		3	How likely you would stay on active duty	0.182607	0.011982
		GB0211=2		0.145973	0.010871
		GB0211=3		0.150742	0.011189
		GB0211=4		0.228261	0.012271
		GB0211=5		0.292417	0.010695
		4	How likely you would stay on active duty	0.106151	0.005625
		GB0211=2		0.107736	0.005795
		GB0211=3		0.136731	0.006271
		GB0211=4		0.243552	0.007640
		GB0211=5		0.405830	0.008504
		5	How likely you would stay on active duty	0.097250	0.009961
		GB0211=2		0.096608	0.009765
		GB0211=3		0.158603	0.012126
		GB0211=4		0.239937	0.014080
		GB0211=5		0.407602	0.015566
2	1	GB0211=1	How likely you would stay on active duty	.	.
		GB0211=2		.	.
		GB0211=3		.	.
		GB0211=4		.	.
		GB0211=5		.	.
		2	How likely you would stay on active duty	.	.
		GB0211=2		.	.
		GB0211=3		.	.
		GB0211=4		.	.
		GB0211=5		.	.
		3	How likely you would stay on active duty	1.000000	0
		GB0211=2		.	.
		GB0211=3		.	.
		GB0211=4		.	.
		GB0211=5		.	.
		4	How likely you would stay on active duty	.	.
		GB0211=2		.	.
		GB0211=3		1.000000	0
		GB0211=4		.	.
		GB0211=5		.	.
		5	How likely you would stay on active duty	.	.
		GB0211=2		.	.
		GB0211=3		.	.
		GB0211=4		.	.
		GB0211=5		.	.

## **Comparing Two Analysis Variables Using SAS**

To compare two questions overall or within subgroups will require that you work with the data to compute the statistical test. If the missing data patterns are the same for the two variables then you can use SAS to create a new variable containing the differences between the two questions and produce the  $t$ -statistic in SAS.

To illustrate this, we use the same questions shown in the WesVar example in Listing J-3 and the SUDAAN example in Listing J-6, Question 11, variable GB0211 versus Question 16A, variable GB0216A. We do not limit our analysis to the Army, Navy, and the Air Force subgroups as was done for WesVar and SUDAAN because SAS needs all the weighted cases for variance computation but does not have a SUBPOPN statement like SUDAAN. The SAS code to compute the differences between the two variables (those members who reported being very likely to stay on active duty versus those who were very satisfied with their basic pay) consists of the following statements:

```
if GB0211 = 5 then a=1; else if GB0211 gt 0 then a=0;
if GB0216A = 5 then b=1; else if GB0216A gt 0 then b=0;
DIFF=a-b;

proc surveymeans data = main total = tots4fpc mean stderr df t;
  strata TVSTR;
  domain XSVC*ELIGFLGW ;
  var DIFF ;
  weight PSW0 ;
run;
```

The output is shown in Listing J-11. The estimated percentages match those produced by the other procedures (Listings J-3 and J-7), with the variances being very close to those produced by SUDAAN and WesVar.

**Listing J-11.*****Sample PROC SURVEYMEANS Comparison of Two Analysis Variables***

---

The SURVEYMEANS Procedure

## Data Summary

Number of Strata	137
Number of Observations	60415
Number of Observations Used	19982
Number of Obs with Nonpositive Weights	40433
Sum of Weights	1258007

## Statistics

Variable	DF	Mean	Std Error of Mean	t Value	Pr >  t
DIFF	19600	0.311280	0.005093	61.12	<.0001

## Domain Analysis: ELIGFLGW\*XSVC

ELIGFLGW	XSVC	Variable	DF	Mean	Std Error of Mean	t Value	Pr >  t
1	1	DIFF	5475	0.313687	0.009519	32.95	<.0001
	2	DIFF	5229	0.302570	0.010765	28.11	<.0001
	3	DIFF	3853	0.246999	0.011798	20.94	<.0001
	4	DIFF	6079	0.344460	0.009221	37.36	<.0001
	5	DIFF	3493	0.335406	0.016889	19.86	<.0001
2	1	DIFF	.	.	.	.	.
	2	DIFF	.	.	.	.	.
	3	DIFF	811	0	0	.	.
	4	DIFF	1237	0	0	.	.
	5	DIFF	.	.	.	.	.

## ***Comparing Estimates from Different Surveys Using SAS***

This example compares the percentage of Army member's who reported being very likely to stay on active duty in the WGR Form 2002 GB with the Army member's in the 1995 SHS. Similarly to the previous WesVar and SUDAAN examples, comparing estimates from different surveys, a  $t$ -statistic will be used.

To compare the proportions of Army members, who reported being very likely to stay on active duty, obtain the proportion and standard error for each survey. For this group in the WGR Form 2002 GB data, look at Listing J-10. The proportion Army members who reported being very likely to stay on active duty was 35.15 percent with a standard error of 0.9078.

Then obtain the estimate of the percentage of Army members who reported being very likely to stay on active duty in the 1995 SHS and the standard error of that estimate. In the 1995 SHS, the proportion of Army members who reported being very likely to stay on active duty was 37.71 percent with a standard error of 1.133.

The difference between the Army members in the WGR Form 2002 GB and the Army members in the 1995 SHS is  $35.15 - 37.71 = -2.56$  percentage points. Use the formula in the WesVar example to calculate a standard error of 1.45 and a  $t$ -statistic of  $-1.77$ .

## References

- Shao, J. (1996). Resampling Methods in Sample Surveys, (with Discussion). *Statistics*, 27, 203-254.
- Wolter, K. (1985). *Introduction to Variance Estimation*. New York: Springer-Verlag.
- Woodruff, R. (1952). Confidence Intervals for Medians and Other Positional Measures: Journal of American Statistical Associations, 47, 635-646.



## **APPENDIX K**

**CROSSWALK-WGR FORM 2002GB, 1999 ACTIVE DUTY  
SURVEY-FORM A, 2000 MILITARY EXIT SURVEY, 1996  
EQUAL OPPORTUNITY SURVEY**



Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
1	SRSEX	Are you...	SRSEX	SRSEX	SRSEX
2	SRED	Highest degree/level of school completed			SRED~
3	SRHISPA1	Are you Spanish/Hispanic/Latino			SRHISPA1~
4	SRETH1	What is your race			SRRACE1~
5	SRMARST	What is your marital status	SRMARST	SRMARST	SRMARST
6	SRSVC	In what Service are you	SRSVC	SRSVC	SRSVC
7	SRGRADE	What is your current paygrade	SRGRADE	SRGRADE	SRGRADE
8	GB0208	Years of active duty service completed	GB95009	M9910	EQ9607
9	GB0209	Which term of service serving now		M9929	
10	GB0210	How likely allowed to stay active duty		M9901	
11	GB0211	How likely you would stay on active duty	GB95010	M9932	EQ9628
12	GB0212	How likely stay in military 20 years		M9935	
13	GB0213	Years of service when you leave AD		M9936	
14	GB0214	In gen'l, life better/worse than expect		M9946	
15	GB0215	In gen'l, work better/worse than expect		M9947	
16a	GB0216A	Sat/dissat: Basic Pay		M9939CC	
16b	GB0216B	Sat/dissat: special and incentive pays		M9939B	
16c	GB0216C	Sat/dissat: Basic Allowance Subsistence		M9939E	
16d	GB0216D	Sat/dissat: Basic Allowance for Housing		M9939D	
16e	GB0216E	Sat/dissat: retirement pay you would get		M9939I	
16f	GB0216F	Sat/dissat: COLA to retirement pay		M9939J	
16g	GB0216G	Sat/dissat: availability med care, you		M9939G	
16h	GB0216H	Sat/dissat: availability med care, fam		M9939E	

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
16i	GB0216I	Sat/dissat: quality of med care, you			
16j	GB0216J	Sat/dissat: quality of med care, family		M9907F	
16k	GB0216K	Sat/dissat: out of pocket cost for med		M9907A	
16l	GB0216L	Sat/dissat: availability of childcare			
16m	GB0216M	Sat/dissat: quality of childcare			
16n	GB0216N	Sat/dissat: affordability of childcare		M9939K	
16o	GB0216O	Sat/dissat: family support services		M9939JJ	
16p	GB0216P	Sat/dissat: quality of your cur residenc		M9909B	
16q	GB0216Q	Sat/dissat: quality of work environment			
16r	GB0216R	Sat/dissat: opps for civilian education		M9939W	
16s	GB0216S	Sat/dissat: opps for prof. development		M9939N	
16t	GB0216T	Sat/dissat: level care/concern by supvs			
16u	GB0216U	Sat/dissat: quality of leadership		M9939X	
16v	GB0216V	Sat/dissat: your career, in general			
17a	GB0217A	Agr/disagr: Svc inspires you to do best	GB95041		
17b	GB0217B	Agr/disagr: will sacrifice to help Svc	GB95042		
17c	GB0217C	Agr/disagr: glad you are part of Service			
17d	GB0217D	Agr/disagr: not willing to help your Svc	GB950445		
18a	GB0218A	Past 6 mo, thought about leaving mil		M9948A	
18b	GB0218B	Past 6 mo, wondered about life as a civ		M9948B	
18c	GB0218C	Past 6 mo, discuss leaving w/fam, friend		M9948C	

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
18d	GB0218D	Past 6 mo, talk about leaving w/supv		M9948D	
18e	GB0218E	Past 6 mo, gathered info about college		M9948E	
18f	GB0218F	Past 6 mo, gathered info about civ jobs		M9948F	
18g	GB0218G	Past 6 mo, attended prog about civ employ		M9948G	
18h	GB0218H	Past 6 mo, prepared a resume		M9948H	
18i	GB0218I	Past 6 mo, applied for a job		M9948I	
18j	GB0218J	Past 6 mo, interviewed for a job		M9948J	
19a	GB0219A	Recommend friend join service: male	GB95011A		
19b	GB0219B	Recommend friend join service: female	GB95011B		
20	GB0220	Childrn 10 > talk about career/job/edu			
21	GB0221	Encourage child to consider military			
22a	GB0222A	Pstv/ngtv: the military, in general			
22b	GB0222B	Pstv/ngtv: career opps in the military			
22c	GB0222C	Pstv/ngtv: serving in mil, not career			
22d	GB0222D	Pstv/ngtv: PT opps in the military			
22e	GB0222E	Pstv/ngtv: career opps, civ fed employ			
22f	GB0222F	Pstv/ngtv: career opps in civ sector			
22g	GB0222G	Pstv/ngtv: seeking a college education			
23	GB0223	Past 12 months, serve most AD time	GB95035	M9905	EQ9610
24	GB0224	Past 12 months, where lived most AD time		M9908	EQ9611
25	GB0225	Past 12 months, overnight, mil duty		M9914	
26	GB0226	Past 12 months, separate times away		M9915	
27a	GB0227A	Away, mil duty: Op Enduring			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		Freedom			
27b	GB0227B	Away, mil duty: peacekeep/conting. op		M9916A	
27c	GB0227C	Away, mil duty: foreign humanitarian		M9916B	
27d	GB0227D	Away, mil duty: unit training		M9916C	
27e	GB0227E	Away, mil duty: counter drug ops		M9916D	
27f	GB0227F	Away, mil duty: domestic disaster		M9916E	
27g	GB0227G	Away, mil duty: sea, scheduled deploy		M9916F	
27h	GB0227H	Away, mil duty: other time at sea		M9916G	
27i	GB0227I	Away, mil duty: joint training		M9916H	
27j	GB0227J	Away, mil duty: military education		M9916I	
27k	GB0227K	Away, mil duty: other TDYs/TADs		M9916J	
28	GB0228	Past 12 months, total length time away		M9917	
29	GB0229	Mos complete at duty loc, current tour	GB95034		EA9619
30	GB0230	Is this your permanent duty loc/ship	GB95036		EQ9620
31a	GB0231A	Currently: a student in military course	GB95037A		EQ9621A
31b	GB0231B	Currently: serving aboard a ship at sea	GB95037B		EQ9621B
31c	GB0231C	Currently: part of ship/shore rotation			
31d	GB0231D	Currently: MOS not usually held by gend	GB95037C		EQ9621D~
31e	GB0231E	Currently: work environ gend uncommon	GB95037D		EQ9621E~
31f	GB0231F	Currently: on deploy away home 30 days			
32	GB0232	Gender of your immediate supervisor	GB95038		EQ9622
33	GB0233	Paygrade of your immediate			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		supervisor			
34	GB0234	Statement describes gend mix of work grp	GB95039		
35a	GB0235A	Agr/disagr: know what is expected of me			
35b	GB0235B	Agr/disagr: material/equip to do work			
35c	GB0235C	Agr/disagr: opportunity to do best			
35d	GB0235D	Agr/disagr: last 7 days, receive recog			
35e	GB0235E	Agr/disagr: supv cares about me			
35f	GB0235F	Agr/disagr: someone encrgs development			
35g	GB0235G	Agr/disagr: my opinions seem to count			
35h	GB0235H	Agr/disagr: Svc mission makes job impt			
35i	GB0235I	Agr/disagr: coworkers committed to qual			
35j	GB0235J	Agr/disagr: have best friend at work			
35k	GB0235K	Agr/disagr: talk to me about my progress			
35l	GB0235L	Agr/disagr: last yr, opps to learn/grow			
35m	GB0235M	Agr/disagr: opp/promo wrk related charac			
35n	GB0235N	Agr/disagr: supv helps all feel included			
35o	GB0235O	Agr/disagr: trust supv deal fairly			
35p	GB0235P	Agr/disagr: employees kept well informed			
36a	GB0236A	Agr/disagr: chain of command keep inform			
36b	GB0236B	Agr/disagr: request, someone will listen			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
36c	GB0236C	Agr/disagr: truth, no fear of reprisal			
36d	GB0236D	Agr/disagr: balance work/prsnl rspnsblty			
36e	GB0236E	Agr/disagr: priorities change frequently			
36f	GB0236F	Agr/disagr: supv encrgs lrm from mistake			
36g	GB0236G	Agr/disagr: supv, sufficient authority			
36h	GB0236H	Agr/disagr: Svc's core values are clear			
36I	GB0236I	Agr/disagr: leadership understands probs			
37a	GB0237A	Agr/disagr: handling technical-skills			
37b	GB0237B	Agr/disagr: handling people-skills			
37c	GB0237C	Agr/disagr: handling conceptual-skills			
37d	GB0237D	Agr/disagr: communicating			
37e	GB0237E	Agr/disagr: decision making			
37f	GB0237F	Agr/disagr: motivating			
37g	GB0237G	Agr/disagr: developing			
37h	GB0237H	Agr/disagr: building			
37i	GB0237I	Agr/disagr: learning			
37j	GB0237J	Agr/disagr: planning and organizing			
37k	GB0237K	Agr/disagr: executing			
37l	GB0237L	Agr/disagr: assessing			
38a	GB0238A	Agr/disagr: leader, behavior/discipline			
38b	GB0238B	Agr/disagr: lead interested in look good			
38c	GB0238C	Agr/disagr: impressed w/qual of leader			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.



<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
38d	GB0238D	Agr/disagr: prsnl prob, chain of command			
38e	GB0238E	Agr/disagr: lead not concern, treatment			
38f	GB0238F	Agr/disagr: leader interested in career			
38g	GB0238G	Agr/disagr: leader treat members w/rspct			
38h	GB0238H	Agr/disagr: leaders get cooperation			
38i	GB0238I	Agr/disagr: NCOs, good source of support			
39a	GB0239A	Agr/disagr: little conflict w/coworkers			
39b	GB0239B	Agr/disagr: you like your coworkers			
39c	GB0239C	Agr/disagr: coworkers put in effort			
39d	GB0239D	Agr/disagr: satis w/cowork relationship			
39e	GB0239E	Agr/disagr: work group tend to get along			
39f	GB0239F	Agr/disagr: work group willing to help			
39g	GB0239G	Agr/disagr: work provides sense of pride			
39h	GB0239H	Agr/disagr: work makes good use of skill			
39i	GB0239I	Agr/disagr: assignment good for career			
39j	GB0239J	Agr/disagr: you like the work you do			
39k	GB0239K	Agr/disagr: chance to acquire skills			
39l	GB0239L	Agr/disagr: you are satisfied with job			
40a	GB0240A	Past 12 mos, target: angry tone of voice			
40b	GB0240B	Past 12 mos, target: avoiding you			
40c	GB0240C	Past 12 mos, target: making you look			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
		bad			
40d	GB0240D	Past 12 mos, target: yelling/raise voice			
40e	GB0240E	Past 12 mos, target: withholding info			
40f	GB0240F	Past 12 mos, target: swearing at you			
40g	GB0240G	Past 12 mos, target: talk behind back			
40h	GB0240H	Past 12 mos, target: insult, criticize			
40i	GB0240I	Past 12 mos, target: offensive/crude			
40j	GB0240J	Past 12 mos, target: flaunt status over			
41	GB0241	Have you ever had a mentor			
42	GB0242	Who is your current mentor			
43	GB0243	Is your current mentor...			
44a	GB0244A	Mentor helpful: teaches job skills			
44b	GB0244B	Mentor helpful: feedback, performance			
44c	GB0244C	Mentor helpful: assign challenging task			
44d	GB0244D	Mentor helpful: help develop skills			
44e	GB0244E	Mentor helpful: support/encouragement			
44f	GB0244F	Mentor helpful: prsnl/social guidance			
44g	GB0244G	Mentor helpful: career guidance			
44h	GB0244H	Mentor helpful: demonstrates trust			
44i	GB0244I	Mentor helpful: acts as role model			
44j	GB0244J	Mentor helpful: protects you			
44k	GB0244K	Mentor helpful: invites you to observe			
44l	GB0244L	Mentor helpful: instill Svc core value			
44m	GB0244M	Mentor helpful: moral/ethical			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		guidance			
44n	GB0244N	Mentor helpful: organizational politic			
44o	GB0244O	Mentor helpful: sponsorship to advance			
44p	GB0244P	Mentor helpful: obtain future assignmnt			
45	GB0245	Prepared to prfrm wartime job, trng/exp	GB95023		
46	GB0246	Prepared to prfrm wartime job, physical	GB95023		
47	GB0247	Past 12 mos, been too sick to do job			
48	GB0248	Past 12 mos, injury suffered at work			
49	GB0249	Past 12 mos, injury suffered outside wrk			
50a	GB0250A	True/False: I am as healthy as anybody	GB95024		
50b	GB0250B	True/False: I get sick a little easier	GB95025		
50c	GB0250C	True/False: expect health to get worse	GB95026		
50d	GB0250D	True/False: my health is excellent	GB95027		
51a	GB0251A	Pst 4 wk, hlth prb: cut down work time	GB9533A1		
51b	GB0251B	Pst 4 wk, hlth prb: accomplished less	GB9533A2		
51c	GB0251C	Pst 4 wk, hlth prb: limit kind of work			
51d	GB0251D	Pst 4 wk, hlth prb: diff performing work			
52a	GB0252A	Pst 4 wk, emot prb: cut down work time	GB9533B1		
52b	GB0252B	Pst 4 wk, emot prb: accomplished less	GB9533B2		
52c	GB0252C	Pst 4 wk, emot prb: work as carefully	GB9533B3		
53a	GB0253A	Pst 4 wk, time: felt calm and	GB95028		

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		peaceful			
53b	GB0253B	Pst 4 wk, time: been very nervous	GB95029		
53c	GB0253C	Pst 4 wk, time: nothing could cheer	GB95030		
53d	GB0253D	Pst 4 wk, time: felt downhearted & blue	GB95031		
53e	GB0253E	Pst 4 wk, time: been a happy person	GB95032		
54a	GB0254A	Pst 12 mo: rated lower than deserve			EQ9630A~
54b	GB0254B	Pst 12 mo: unjustified neg comments			EQ9630B~
54c	GB0254C	Pst 12 mo: higher performance standard			EQ9630C~
54d	GB0254D	Pst 12 mo: did not get award/decoration			EQ9630D~
54e	GB0254E	Pst 12 mo: assignment not use job skills			EQ9630E~
54f	GB0254F	Pst 12 mo: assignmnt not good for career			EQ9630J~
54g	GB0254G	Pst 12 mo: no day-to-day short term task			EQ9630K~
54h	GB0254H	Pst 12 mo: no mentor for career develop			EQ9630L~
54i	GB0254I	Pst 12 mo: didn't learn opps for career			EQ9630M~
54j	GB0254J	Pst 12 mo: no straight answer for promo			EQ9630N~
54k	GB0254K	Pst 12 mo: excluded from social events			
54l	GB0254L	Pst 12 mo: not get job wanted/qual			
54m	GB0254M	Pst 12 mo: assign legally open, women			
54n	GB0254N	Pst 12 mo: other personnel actions			
55a	GB0255A	Pst 12 mo, freq: offnsv sex story/joke	GB95071A		EQ9629B~
55b	GB0255B	Pst 12 mo, freq: offensive gender			EQ9629J~

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		terms			
55c	GB0255C	Pst 12 mo, freq: unwelcome sex discuss	GB95071C		EQ9629A~
55d	GB0255D	Pst 12 mo, freq: treat diff because gend	GB95071E		
55e	GB0255E	Pst 12 mo, freq: remark on appearance	GB95071F		EQ9629H~
55f	GB0255F	Pst 12 mo, freq: embarrassing gestures	GB95071G		
55g	GB0255G	Pst 12 mo, freq: offnsv sexist remarks	GB95071I		EQ9629I~
55h	GB0255H	Pst 12 mo, freq: romantic/sex relation	GB95071J		
55i	GB0255I	Pst 12 mo, freq: put down, gender	GB95071K		EQ9629C~
55j	GB0255J	Pst 12 mo, freq: ask date after said no	GB95071N		
55k	GB0255K	Pst 12 mo, freq: bribed to engage in sex	GB95071O		
55l	GB0255L	Pst 12 mo, freq: threat, sex cooperation	GB95071P		EQ9629L~
55m	GB0255M	Pst 12 mo, freq: touch uncomfortably	GB95071Q		
55n	GB0255n	Pst 12 mo, freq: attempt stroke/fondle	GB95071R		
55o	GB0255o	Pst 12 mo, freq: treat bad, refuse sex	GB95071S		
55p	GB0255p	Pst 12 mo, freq: promo, sex cooperative	GB95071T		
55q	GB0255q	Pst 12 mo, freq: attempt sex, unsuccessful	GB95071W		
55r	GB0255r	Pst 12 mo, freq: sex without consent	GB95071X		
55s	GB0255s	Pst 12 mo, freq: other behavior	GB95071Y		
56	GB0256	Consider Q55 marked as sex harassment	GB95072		
57a	GB0257A	Pst 12 mo, eff: offnsv sex story/joke	GB95073A		

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<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
57b	GB0257B	Pst 12 mo, eff: offensive gender terms			
57c	GB0257C	Pst 12 mo, eff: unwelcome sex discuss	GB95073C		
57d	GB0257D	Pst 12 mo, eff: treat diff, gender	GB95073E		
57e	GB0257E	Pst 12 mo, eff: remark on appearance	GB95073F		
57f	GB0257F	Pst 12 mo, eff: embarrassing gestures	GB95073G		
57g	GB0257G	Pst 12 mo, eff: offnsv sexist remarks	GB95073I		
57h	GB0257H	Pst 12 mo, eff: romantic/sex relation	GB95073J		
57i	GB0257I	Pst 12 mo, eff: put down, gender	GB95073K		
57j	GB0257J	Pst 12 mo, eff: ask date after said no	GB95073N		
57k	GB0257K	Pst 12 mo, eff: bribed engage in sex	GB95073O		
57l	GB0257L	Pst 12 mo, eff: thrt, sex cooperation	GB95073P		
57m	GB0257M	Pst 12 mo, eff: touch uncomfortably	GB95073Q		
57n	GB0257N	Pst 12 mo, eff: attempt stroke/fondle	GB95073R		
57o	GB0257O	Pst 12 mo, eff: treat bad, refuse sex	GB95073S		
57p	GB0257P	Pst 12 mo, eff: promo, sex cooperative	GB95073T		
57q	GB0257Q	Pst 12 mo, eff: attempt sex, unsuccess	GB95073W		
57r	GB0257R	Pst 12 mo, eff: sex without consent	GB95073X		
57s	GB0257S	Pst 12 mo, eff: other behavior	GB95073Y		
58a	GB0258A	Degree of situation: annoying	GB95084A		EQ9640A
58b	GB0258B	Degree of situation: offensive	GB95084B		EQ9640B
58c	GB0258C	Degree of situation: disturbing	GB95084C		EQ9640C
58d	GB0258D	Degree of situation: threatening	GB95084D		
58e	GB0258E	Degree of situation: embarrassing	GB95074 & GB95075		

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<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
58f	GB0258F	Degree of situation: frightening	GB95074 & GB95075		
59a	Gb0259A	Situation occur: at a mil installation	GB95074 & GB95075		
59b	GB0259B	Situation occur: work (mil duties)	GB95074 & GB95075		
59c	GB0259C	Situation occur: during duty hours	GB95074 & GB95075		
59d	GB0259D	Situation occur: local comm by install	GB95074 & GB95075		
60	GB0260	What was gender of person(s) involved	GB95080		EQ9638
61a	GB0261A	Person involved: immediate mil supv	GB95078A		EQ9637A
61b	GB0261B	Person involved: immediate civ supv	GB95078B		EQ9637C
61c	GB0261C	Person involved: unit commander	GB95078C		EQ9637D~
61d	GB0261D	Person involved: mil, higher rank	GB95078D		EQ9637F/G~
61e	GB0261E	Person involved: civ, higher rank	GB95078E		EQ9637H/I~
61f	GB0261F	Person involved: military coworkers	GB95078F		EQ9637J/L~
61g	GB0261G	Person involved: civilian coworkers	GB95078G		EQ9637M~
61h	GB0261H	Person involved: military subordinates	GB95078H		EQ9637M~
61I	GB0261I	Person involved: civilian subordinates	GB95078I		EQ9637N~
61j	GB0261J	Person involved: mil train instructor	GB95078J		EQ9637N
61k	GB0261K	Person involved: civ train instructor	GB95078K		
61l	GB0261L	Person involved: other mil persons	GB95078L		
61m	GB0261M	Person involved: other civ persons	GB95078M		
61n	GB0261N	Person involved: other/unknown persons	GB95078N		

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<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
62	GB0262	During situation, how often occur	GB95081		EQ9642
63	GB0263	How long situation last/been going on	GB95082		EQ9643
64	GB0264	Is the situation still going on	GB95083		EQ9644
65a	GB0265A	What extent you: tried to avoid	GB95099B		EQ9645B~
65b	GB0265B	What extent you: tried to forget			
65c	GB0265C	What extent you: told didn't like			
65d	GB0265D	What extent you: stayed out of way	GB95099B		
65e	GB0265E	What extent you: not important			
65f	GB0265F	What extent you: talked to family			
65g	GB0265G	What extent you: talked to coworkers	GB95099E		EQ9645E~
65h	GB0265H	What extent you: talked to friends			
65i	GB0265I	What extent you: chaplain/counselor			EQ9645J~
65j	GB0265J	What extent you: avoid being alone			
65k	GB0265K	What extent you: told to stop			EQ9645C~
65l	GB0265L	What extent you: put up with it			EQ9645G~
65m	GB0265M	What extent you: asked to leave alone			
65n	GB0265N	What extent you: blamed self			
65o	GB0265O	What extent you: assumed meant well			
65p	GB0265P	What extent you: prayed about it			
65q	GB0265Q	What extent you: pretend not to notice			EQ9645A~
65r	GB0265R	What extent you: do something else			
66a	GB0266A	Report situation: immediate supervisor	GB95100A		EQ9648A
66b	GB0266B	Report situation: someone in command	GB95100C		EQ9648B
66c	GB0266C	Report situation: supervisor of	GB95100B		EQ9648C

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		person			
66d	GB0266D	Report situation: special mil office	GB95100E		EQ9648E
66e	GB0266E	Report situation: other installation	GB95100J		EQ9648H
67	GB0267	Answer Yes to at least 1 item in Q66			
68a	GB0268A	Actions taken: person talked to	GB95101A		EQ9650A~
68b	GB0268B	Actions taken: complaint investigated	GB95101B		EQ9650E~
68c	GB0268C	Actions taken: encrgd drop complaint	GB95101C		EQ9650F~
68d	GB0268D	Actions taken: complaint discounted	GB95101D		EQ9650G~
68e	GB0268E	Actions taken: no action taken	GB95101M		
69a	GB0269A	Sat w/process: avlbty of info to file	GB95103A		EQ9651A
69b	GB0269A	Sat w/process: trtmnt by pers hndng	GB95103B		EQ9651B~
69c	GB0269A	Sat w/process: amount time to resolve	GB95103C		EQ9651C
69d	GB0269A	Sat w/process: how well kept informed	GB95103D		EQ9651D
69e	GB0269A	Sat w/process: degree privacy protect			
70	GB0270	Is the action still being processed			EQ9653
71a	GB0271A	Outcome complaint: found true	GB95104B		
71b	GB0271B	Outcome complaint: found untrue	GB95104C		
71c	GB0271C	Outcome complaint: unable to determine			
71d	GB0271D	Outcome complaint: outcome explained			
71e	GB0271E	Outcome complaint: situation corrected	GB95104D		EQ9654B~
71f	GB0271F	Outcome complaint: action against prsn	GB95104E		EQ9654C~
71g	GB0271G	Outcome complaint: nothing was done	GB95104G		EQ9654E~
71h	GB0271H	Outcome complaint: action against	GB95104F		EQ9654D~

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		you			
72	GB0272	How satisfied w/outcome of complaint	GB95105		EQ96555
73	GB0273	Report all behaviors marked in Q55			
74a	GB0274A	Not report: not important enough	GB05107B		EQ9656B
74b	GB0274B	Not report: didn't know how	GB05107C		EQ9656C
74c	GB0274C	Not report: felt uncomfortable			EQ9656D
74d	GB0274D	Not report: took care of prob by self	GB05107D		
74e	GB0274E	Not report: talk informally, command			EQ9656F
74f	GB0274F	Not report: nothing would be done	GB05107E		
74g	GB0274G	Not report: not believed	GB05107H		EQ9656I
74h	GB0274H	Not report: coworkers angry			
74i	GB0274I	Not report: wanted to fit in	GB05107P		EQ9656Q
74j	GB0274J	Not report: too much time/effort	GB05107J		EQ9656K
74k	GB0274K	Not report: labeled troublemaker	GB05107L		EQ9656N
74l	GB0274L	Not report: peer talked out of	GB05107M		EQ9656O~
74m	GB0274M	Not report: supv talked out of	GB05107N		EQ9656O~
74n	GB0274N	Not report: not hurt feelings/family	GB05107O		EQ9656P
74o	GB0274O	Not report: performance eval suffer	GB05107R		EQ9656S
74p	GB0274P	Not report: afraid retaliation, person	GB05107F		EQ9656F
74q	GB0274Q	Not report: afraid retaliation, friend			EQ9656G
74r	GB0274R	Not report: afraid retaliation, supv			EQ9656H
74s	GB0274S	Not report: some other reason	GB05107T		EQ9656T
75a	GB0275A	Prob at work: ignored by others			
75b	GB0275B	Prob at work: blamed			
75c	GB0275C	Prob at work: gossip unkind/negative			
75d	GB0275D	Prob at work: lost perk/privileges			
75e	GB0275E	Prob at work: less favorable job duty			

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<b>Q # on WGR</b>	<b>Form 2002GB</b>	<b>Descriptive label</b>	<b>Form B-1995</b>	<b>ADS -1999</b>	<b>EOS 1999</b>
75f	GB0275F	Prob at work: denied opp for training			
75g	GB0275G	Prob at work: unfair job evaluation			
75h	GB0275H	Prob at work: unfairly disciplined			
75i	GB0275I	Prob at work: denied promotion			
75j	GB0275J	Prob at work: transfer less desire job			
75k	GB0275K	Prob at work: unfairly demoted			
75l	GB0275L	Prob at work: mistreated other way			
76a	GB0276A	Agr/disagr,talk: others in unit not care			
76b	GB0276B	Agr/disagr,talk: cowrkr trouble w/senior			
76c	GB0276C	Agr/disagr,talk: others tell cowrkr stop			
76d	GB0276D	Agr/disagr,talk: leadership would ignore			
76e	GB0276E	Agr/disagr,talk: taken seriously			
76f	GB0276F	Agr/disagr,talk: risky for person			
76g	GB0276G	Agr/disagr,talk: corrective action taken			
76h	GB0276H	Agr/disagr,talk: coworker treat badly			
76i	GB0276I	Agr/disagr,talk: complaint ignored			
77a	GB0277A	Agr/disagr,date: others in unit not care			
77b	GB0277B	Agr/disagr,date: cowrkr trouble w/senior			
77c	GB0277C	Agr/disagr,date: others tell cowrkr stop			
77d	GB0277D	Agr/disagr,date: leadership would ignore			
77e	GB0277E	Agr/disagr,date: taken seriously			
77f	GB0277F	Agr/disagr,date: risky for person			

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
77g	GB0277G	Agr/disagr, date: corrective action taken			
77h	GB0277H	Agr/disagr, date: coworker treat badly			
77i	GB0277I	Agr/disagr, date: complaint ignored			
78a	GB0278A	Agr/disagr, coop: others in unit not care			
78b	GB0278B	Agr/disagr, coop: cowkrtr trouble w/senior			
78c	GB0278C	Agr/disagr, coop: others tell cowkrtr stop			
78d	GB0278D	Agr/disagr, coop: leadership would ignore			
78e	GB0278E	Agr/disagr, coop: taken seriously			
78f	GB0278F	Agr/disagr, coop: risky for person			
78g	GB0278G	Agr/disagr, coop: corrective action taken			
78h	GB0278H	Agr/disagr, coop: coworker treat badly			
78i	GB0278I	Agr/disagr, coop: complaint ignored			
79a	GB0279A	Effort to stop: senior leadership, Svc			
79b	GB0279B	Effort to stop: senior leadership, ship			
79c	GB0279C	Effort to stop: my immediate supervisor			
80	GB0280	Train in past 12 mos on sex harass			EQ9669~
81	GB0281	Num times train on sex harassment	GB95130		EQ9670~
82a	GB0282A	Agr/disagr, train: undrstnd word/actn			
82b	GB0282A	Agr/disagr, train: reduce cohesion/eff			
82c	GB0282B	Agr/disagr, train: diff to prfrm duty			
82d	GB0282C	Agr/disagr, train: idntfy offnsv behav			
82e	GB0282D	Agr/disagr, train: tool for sex harass			
82f	GB0282E	Agr/disagr, train: safe to complain			

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
82g	GB0282F	Agr/disagr, train: info on sex harass			
83a	GB0283A	Extent, unit: policies publicized			
83b	GB0283B	Extent, unit: complaint procedure pub			
83c	GB0283C	Extent, unit: complaints taken seriously			
83d	GB0283D	Extent, unit: enlist, attend training			
83e	GB0283E	Extent, unit: officers, attend training			
83f	GB0283F	Extent, unit: lead, respectful behavior			
83g	GB0283G	Extent, unit: female officers deal with			
83h	GB0283H	Extent, ship: policies publicized			
83i	GB0283I	Extent, ship: complaint procedure pub			
83j	GB0283J	Extent, ship: complaints taken seriously			
83k	GB0283K	Extent, ship: investigative office			
83l	GB0283L	Extent, ship: enlist, attend training			
83m	GB0283M	Extent, ship: officers, attend training			
83n	GB0283N	Extent, ship: lead, respectful behavior			
83o	GB0283O	Extent, Svc: advice/hotline for cmplt			
84	GB0284	Sex harass more of a prob in/out of mil			
85	GB0285	Last 4 yrs, sex harass in nation prob			
86	GB0286	Last 4 yrs, sex harass in military prob			
87	GB0287	Compare how often harass occur in mil	GB95132		
88	E-MAIL				
89	SRDATE	On what date did you complete survey	SRDATE		SRDATE

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Q # on WGR	Form 2002GB	Descriptive label	Form B- 1995	ADS -1999	EOS 1999
90	COMMENT	Comments/concerns about survey	COMMENT		COMMENT

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